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*Attorneys for Tucson Unified School District No. One, et al.*

**IN THE UNITED STATES DISTRICT COURT**

**FOR THE DISTRICT OF ARIZONA**

Roy and Josie Fisher, et al.,

Plaintiffs

CV 74-90 TUC DCB  
(Lead Case)

v.

United States of America,

Plaintiff-Intervenor,

**AFFIDAVIT OF MARY DUNN  
BAKER, Ph.D. RE: OBJECTION  
TO REPORT AND  
RECOMMENDATION ON  
OUTREACH, RECRUITMENT  
AND RETENTION PLAN (ECF  
1612)**

v.

Anita Lohr, et al.,

Defendants,

CV 74-204 TUC DCB  
(Consolidated Case)

and

Sidney L. Sutton, et al.,

Defendants-Intervenors,

Maria Mendoza, et al.

Plaintiffs,

United States of America,

Plaintiff-Intervenor,

v.

Tucson Unified School District No. One, et al.

Defendants.

**AFFIDAVIT OF MARY DUNN BAKER, Ph.D.**

I, Mary Dunn Baker, being duly sworn according to law, hereby depose and say:

1. I am above the age of 18 and am competent to prepare this Affidavit. I completed the Ph.D. in Economics in 1986 at Florida State University. I have been employed by ERS Group (ERS) since July 1986 where I presently serve as a Managing Director. ERS is a research and consulting firm whose professionals work with individuals, government agencies, colleges and universities, corporations and other organizations to analyze outcomes of employment decision-making processes and to compute the value of alleged economic losses. A true and correct copy of my curriculum vitae, including a list of cases in which I have given testimony, is attached hereto as Exhibit A. This Affidavit is based upon my personal knowledge, information and belief.
2. Counsel for the Tucson Unified School District (TUSD or the District) asked me to conduct statistical analyses to determine whether the racial and ethnic composition of TUSD's Teachers and Administrators employed in 2010 and 2012 is statistically consistent with relevant external labor market data. In response, I executed several statistical studies using professionally accepted methods of analysis. To prepare the studies, I relied on a variety of public data sources commonly used by social scientists to measure the availability of African-Americans and Hispanics for these occupations in the external labor market.
3. In his 06/03/2013 "Report and Recommendation Relating to TUSD's Action Plan for Recruitment and Retention," the Special Master states that the Fisher plaintiffs claim that the labor market studies that the District has offered are not usable because I am biased and that I slanted the evidence to support TUSD's position. Furthermore, he states that "[i]t seems

likely that the district selected the contractor for the study who it expected would deliver data supporting its position. Organizations often select consultants who they believe will provide evidence that supports positions they want to pursue or believe that they have attained.”

4. At no time has TUSD’s counsel or any District employee made any mention whatsoever as to the statistical conclusions that I should draw. I was simply asked to use my expertise to prepare the requested workforce analyses using professionally accepted methods and data sources.
5. When I commenced to conduct the analyses, I had no idea what patterns the data would reveal. As stated above, I conducted analyses using a variety of data sources to estimate African-American and Hispanic availability for the relevant TUSD positions. I reported the results of all of these analyses, regardless of the outcome.
6. As indicated above, neither the District’s counsel nor any TUSD employee attempted to influence the manner in which I conducted the analyses, the data sources upon which I relied or the conclusions that I reached.<sup>1</sup> In fact, had they done so, I would have refused the engagement.
7. Perhaps the plaintiffs consider me to be “biased and slanted” because I have conducted statistical analyses of employment decision-making processes for hundreds of organizations (e.g., corporations, government agencies and educational institutions) over the last 28 years. However, something that they would not be able to discern from reviewing ERS’ website or other materials describing my experience is that the results of many analyses that I have conducted over the years did not favor our client’s position. In many of those instances, the unfavorable findings that I had to deliver gave me the opportunity to work with the

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<sup>1</sup> TUSD’s counsel did inform me that the USP required that the labor market analysis consider data for a four and a six state area, as well as the US.

organization to determine the aspects of their decision-making processes that likely gave rise to the observed disparities. In some cases, because of the adverse findings and subsequent investigations, the organization altered its decision-making processes in ways that eliminated or minimized the negative impact that previous policies, practices or procedures had on relevant demographic groups.

8. The remarks in the Special Master's Report suggest that I did not provide any analyses that showed results that were statistically inconsistent with the race/ethnic-neutral model. The finder-of-fact should note that some of the early analyses that I prepared using data provided by select state Departments of Education, the U.S. Department of Education's NCES data and relevant 2000 Census data for select geographic areas produced statistically significant shortfalls in the number of African-American Teachers employed by TUSD.<sup>2</sup> In addition, the later analyses that I conducted using 2010 EEO-5 data for Arizona plus the six surrounding states<sup>3</sup> yield significant shortfalls in the number of TUSD African-American Teachers.<sup>4</sup>
9. In my 09/30/2013 report, I presented analyses of the demographic composition of the District's workforce using 2010 EEO-5 data for the state of Arizona only. The data for each of the Teacher and Administrator categories produce patterns that show that African-Americans and Hispanics were employed in both of these occupations in numbers consistent

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<sup>2</sup> These results of the early analyses are described on tables dated 10/15/2012.

<sup>3</sup> The six states surrounding Arizona are California, Colorado, New Mexico, Nevada, Texas and Utah.

<sup>4</sup> The 2010 EEO-5 Reports had not been published when I prepared the analyses that used other data sources to measure African-American and Hispanic availability. Exhibit B provides the EEO-5 Report data for Arizona, each of the other six states and the US. Exhibit C provides tables that report the results of the analyses of the racial and ethnic composition of TUSD's 2012 Teachers and Administrators using the EEO-5 data for Arizona, for Arizona and four surrounding states (Colorado, New Mexico, Nevada and Utah), and for Arizona and six surrounding states, as well as for the US.

with, or statistically significantly greater than, their representation among individuals who are likely qualified for and interested in the District's positions.

10. As I explained in the report, in my opinion, the EEO-5 Reports for Arizona public school systems are the most appropriate and reliable source for the measurement of African-American and Hispanic availability for the relevant TUSD jobs for two reasons. First, the fact that these individuals are employed in relevant Teacher and Administrator categories demonstrates their interest in and qualification for these occupations. Moreover, the fact that they were working in Arizona indicates that they are willing and able to accept employment in this geographic area.<sup>5</sup>

11. In my opinion, the most recent available EEO-5 Reports are superior to other readily available data sources that contain information about the demographic composition of Teachers and Administrators for at least three reasons. First, the entities required to complete the EEO-5 Report are similar in that they are all public school systems. Second, the data for each state are available as of the same point in time. Third, every covered public school district completes the EEO-5 form following the same set of instructions and using the same definitions of relevant terms. Accordingly, the use of EEO-5 reports overcomes some of the flaws in other data sets that the Special Master mentions in his 06/03/2014 Report.

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<sup>5</sup> See pp. 4-5 in my 2013 report. Moreover, migration data compiled by the US Bureau of the Census [2006-2010 American Community Survey (ACS) County-to-County Migration Flows] indicate that African-Americans, say, in California and Texas, are less likely than Whites to move to Pima County, Arizona. If African-Americans are not as willing as other demographic groups to live in the geographic area where the District is located, then EEO-5 data that include states with relatively large African-American populations likely overstate the availability of African-Americans for Teacher and Administrator jobs in the Tucson area. [According to the ACS, over the period 2006-2012, on average, California's population was 6.13% African-American. According to the ACS migration data, over this same period, on average, only 3.18% of the Californians who moved to Pima County were African-Americans. The ACS data also show that over the period 2006-2010, on average, Texas' population was 11.56% African-American. Yet, on average, only 5.25% of the Texans who moved to Pima County were members of this demographic group.]

12. I agree with the Special Master that a study that addressed all of the perceived flaws in the analyses that have been produced to date would be very expensive and require continual updating. Moreover, adequate data may not be readily available to account for factors such as “differences in salary and other benefits” and “the quality of life” in the economic and social context.

**FURTHER AFFIANT SAYETH NOT.**

*Mary Dunn Baker*

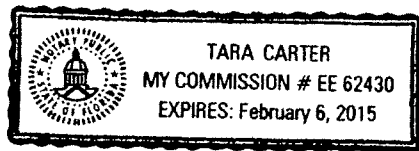
Mary Dunn Baker, Ph.D.

SUBSCRIBED AND SWORN TO before me this 16 day of June, 2014

*Tara Carter*

Notary Public

My Commission expires: 2/6/15



# **EXHIBIT A**

**MARY DUNN BAKER**4901 Tower Court • Tallahassee, FL 32303 • (850) 562-1211  
mbaker@ersgroup.com**PROFESSIONAL EXPERIENCE:****ERS Group**

- Managing Director (December 1998 to present)
- Vice President and Senior Research Economist (1986 – November 1998)

Design and conduct statistical analyses of economic issues and the valuation of economic losses with emphasis in the area of labor economics. Present expert testimony regarding statistical analysis of employment practices and estimates of economic losses before federal and state courts and in other judicial settings. Develop and implement systems to monitor employment practices. Plan, organize and present seminars on the use of economics and statistics in employment discrimination cases.

**Florida State University**

- Adjunct Professor of Economics (1988-1991)

Courses taught: Intermediate Microeconomic Theory and Principles of Microeconomics

**Auburn University at Montgomery**

- Instructor of Economics (1984-1986)

Courses taught: Principles of Economics I and II and Contemporary Economic Problems

**Florida Public Service Commission**

- Planning and Research Economist, Communications Department (1984)

Analysis of issues in managing the transition to deregulation in the telecommunications industry. Presented recommendations before the Commission.

**Florida State University, Department of Economics**

- Graduate Instructor (1981-1984)

Courses taught: Economics I and II

**Auburn University at Montgomery**

- Instructor of Economics (1976-1981)

Courses taught: Concepts of Business, Principles of Economics I and II, Labor Economics, Money and Banking, History of Economic Thought and Comparative Economic Systems

**EDUCATION:**

Ph.D., Florida State University, Economics, 1986

M.S., Auburn University, Economics, 1977

B.A., Auburn University, Political Science/Economics, 1974



## HONORS AND AWARDS:

Best Lawyers Preferred Experts® 2007  
Alpha Lambda Delta (Freshman Women)  
Omicron Delta Epsilon (Economics)  
Pi Sigma Alpha (Political Science)  
Phi Kappa Phi  
Alpha Gamma Delta Graduate Scholarship 1981, 1982

## SPECIALIZATION:

Labor, Regulated Industries, Natural Resources Economics

## OTHER PROFESSIONAL ACTIVITIES:

Consultant to Hazards Management Group, Inc. Developed residential property valuation model for potentially hazardous areas.

## PUBLICATIONS AND RESEARCH PAPERS:

"Class Certification Statistical Analyses Post-*Dukes*" American Bar Association's Journal of Labor & Employment Law, Volume 27, Number 3, Spring 2012.

"Proactive Responses to Second-Generation Risks in Labor and Employment Cases" with Hunter R. Hughes III, Gregory Mitchell and Philip E. Tetlock, Employee Relations Law Journal, Vol. 37, No. 3, Winter 2011.

"Compensation Analysis," Chapter 10 in The Human Resources Program Evaluation Handbook, edited by Jack E. Edwards, John C. Scott and Nambury S. Raju, Sage Publications, 2003.

"Estimating Economic Damages in Employment Discrimination Cases," Getting to Verdict: Trying Employment Claims to the Jury, The Florida Bar Labor and Employment Law Section, September 15, 1995.

"Economic and Statistical Evidence of Employment Discrimination," The Burden of Proof in Trial of an Employment Case, The Florida Bar Labor and Employment Law Section, September 27, 1991.

"Issues Surrounding the Reagan Tax Cuts," Alabama Business and Economic Reports, Center for Business and Economic Research, Auburn University at Montgomery, October 1981, pp. 32-34.

"Rising Inflation Reduces Police Pay," (with Ken McCreedy), Alabama Peace Officers Journal, January - February 1981, pp. 18-22.

"Social Security - A Summary Outlook," Alabama Business and Economic Reports, Center for Business and Economic Research, Auburn University at Montgomery, July 1980, pp. 2-13.

"Social Security and the Decline in Labor Force Participation of Older Men," (Abstract), Journal of Alabama Academy of Science, April 1978, p. 94.

## PRESENTATIONS/PROFESSIONAL MEETINGS:

"The Gender Pay Gap – Does Pay Inequity Exist?" and panel discussion "Pay Equity: Practice Steps to Achieving and Maintaining Fair Pay Practices and Avoiding Pay Claims by Protected Groups" With Attorneys Gary Siniscalco and Barry Goldstein and EEOC Commissioner Chai Feldblum, ABA National Conference on Equal Employment Opportunity Law, Rancho Mirage, CA, March 29, 2014.

Compensation Data Analyses – How Are They Properly Done and What Can They Really Show?" The American Employment Law Council, 21<sup>st</sup> Annual Conference, October 10, 2013, Santa Barbara, California.

"Multiple Regression Analysis: Guidance for the Applied Researcher," panel discussion with Michael G. Aamodt, Kayo Sady, et. al., Annual Meeting of the Society for Industrial – Organizational Psychology, Houston, Texas, April 12, 2013.

"Preparing for the Battle of the Experts: A Beginner's Guide to Expert Discovery," panel discussion with Attorneys Robert L. Steele, Joseph C. Liburt and Richard W. Warren, 6<sup>th</sup> Annual ABA Labor and Employment Law Conference, November 2, 2012, Atlanta, Georgia.

"Statistical Evidence: a Sword and a Shield," Baker Donelson, December 1, 2011, Memphis, Tennessee.

"Statistical Analyses – Telling the Numerical Story – Is it Fact or Fiction?," Federal Express Corporation CLE Conference, December 1, 2011, Memphis, Tennessee.

"Statistical Analyses of Selections and Compensation – Much Ado About Models and Data," Ohio Management Lawyers Association's Fall Meeting and Educational Programs, November 11, 2011, Columbus, Ohio.

"Expert Testimony in Title VII Class Actions After *Dukes*" panel discussion at the 5<sup>th</sup> Annual Labor and Employment Law Conference, November 3, 2011, Seattle, Washington.

"Explaining Employment Outcomes: Much Ado About Data", Worklaw Network Fall 2011 Conference, September 23, 2011, Portland, Oregon.

"Employment Practices: Unintended Consequences and Data Challenges," ALM's 23<sup>rd</sup> Annual Corporate Counsel Conference – East Coast, June 8, 2011, New York City, New York.

"Recommendations of a Technical Advisory Committee on Adverse Impact Analysis," panel discussion at the Society of Industrial Organization Psychology Conference, April 14, 2011, Chicago, Illinois.

"Using Statistics to Analyze Selections and Compensation," Davis Wright & Tremaine CLE Seminar, February 15-16, 2011, Seattle and Bellevue, Washington.

"The Price is Right: The Art and Science of Proving and Disproving Damages in an Employment Case," panel discussion, ABA Labor and Employment Section CLE Conference, Chicago, Illinois, November 6, 2010.

"A New Management Weapon – Use of Social Scientists in Preventive Efforts and Offensively During Trial," with Attorney Hunter Hughes, Dr. Gregory Mitchell and Dr. Phillip Tetlock, The American Employment Law Council's 18<sup>th</sup> Annual Conference, Naples, Florida, October 22, 2010.

"Statistical Analyses of Selections – It's All (or at Least Mostly) About the Model," The Alabama Bar Labor and Employment Section's Seminar on the Gulf, Destin, Florida, October 8, 2010.

"Working with your Statistician," panel discussion with Thomas A. Cox, Jr. and Joe Kennedy, Epstein Becker Green's OFCCP Audits and Statistical Compliance Seminar, June 3, 2010, Washington, D.C.

"Statistical Analyses of Compensation", South Florida Industry Liaison Group, May 19, 2010, Ft. Lauderdale, Florida.

Presentations / Professional Meetings, continued

"The Use of Statistics in Employment Discrimination Cases", with Cozen O'Conner Attorney Sarah Kelly, Philadelphia, Pennsylvania, January 21, 2010.

"Danger Zone – What Every Employer Needs to Know Now About the Ledbetter Fair Pay Act," with Perkins Coie Attorney Jeffrey Hollingsworth, San Francisco, California, March 19, 2009 and Los Angeles, California, March 20, 2009.

"Demystifying Compensation Analysis: Concepts and Challenges," American Association for Affirmative Action Professional Development Training Institute's 2009 Webinar Series, March 12, 2009 (Part I) and September 24, 2009 (Part II).

"Compensation Analysis, A Labor Economist's Perspective," invited speaker at Balch and Bingham's Labor and Employment Seminar, Biloxi, Mississippi, September 28, 2007.

"The Use of Labor Economists in Wage and Hour Cases," American Conference Institute's 3<sup>rd</sup> National Forum on Wage and Hour Claims & Class Actions, San Francisco, California, October 25, 2006.

"Pay Equity Statistical Analyses: Preparing for an Outsider's Audit of Your Compensation System," invited speaker, Jacksonville Industry Liaison Group, Jacksonville, Florida, May 15, 2006.

"Demystifying Compensation Analyses: How to Prepare For and Survive an Outsider's Audit of Your Compensation System," invited speaker, Southeastern Michigan Industry Liaison Group's 2006 Second Quarter Conference, Detroit, Michigan, May 11, 2006.

"Demystifying Compensation Analysis: How to Prepare for and Survive an Outsider's Audit of Your Compensation System," invited speaker at the 32<sup>nd</sup> Annual American Association for Affirmative Action Conference "Affirmative Action: Pathway to Diversity," Tampa, Florida, April 28, 2006.

"Compensation Self-Analyses from the Perspective of an Attorney and a Labor Economist" (with Jon Geier, Esquire), invited speaker at the National Conference of the Industry Liaison Group, Dallas, Texas, August 10, 2005 (presented by Sharon Kelly, Ph. D.)

"Pay Check Envy: The New Frontier in Employment Litigation," invited speaker at Stearns Weaver Miller's Fifteenth Annual Seminar on Labor & Employment Law, Miami, Florida, May 11, 2005.

"Demystifying Compensation Analysis: Analyzing Pay in the Regulatory Environment," invited speaker at the Huntsville, Alabama Industry /OFCCP Liaison Group's April 22, 2005 seminar.

"Using Statistics to Support and Defend Adverse Impact Age Discrimination Claims," invited speaker at the Regional meeting of the ABA-EEO Committee for Liaison with EEOC, OFCCP and DOJ, New Orleans, Louisiana, April 20, 2005.

"Demystifying Compensation Analysis," invited speaker at the South Florida Industry/OFCCP Liaison Group's December 7, 2004 seminar.

"Commonly Used Statistical Techniques for Analyzing Selections" and "Analyzing Compensation," invited speaker at the U.S. Department of Labor's Employment Standards Administration Office of Federal Contract Compliance Programs' Western Regions' Training Conference, Tucson, Arizona, November 19, 2003.

"The Use and Abuse of Statistics in Employment Discrimination Cases," invited speaker at the Regional Meeting of the ABA-EEO Committee for Liaison with EEOC, OFCCP and DOJ, New Orleans, Louisiana, June 19, 2002.

"Preparing For and Responding To OFCCP Salary Audits," invited speaker at the 2001 Aerospace Employment Law Conference, Denver, Colorado, November 29, 2001.

Presentations / Professional Meetings, continued

"The Use of Statistical Evidence in Employment Discrimination Litigation," invited panel member at the American Bar Association's Section on Labor and Employment Law, Equal Employment Opportunity Committee's Mid-Winter Meeting, Sanibel Island, Florida, March 29, 2001.

"Statistical Analyses of Compensation," Lorman Education Services' Seminar, Affirmative Action Compliance in Florida, Tallahassee, Florida, March 16, 2001.

"Detecting And Understanding Pay Disparities," invited speaker at the 19<sup>th</sup> Annual Corporate Counsel Institute, Atlanta, Georgia, December 7, 2000.

"Detecting and Measuring Pay Disparities: Statistical Analyses of Compensation," Economic Research Services seminar on Pay Equity: The New Discrimination Frontier, Atlanta, Georgia, October 27, 2000.

"Statistical Analysis of Employment Practices – Selections and Compensation," Lorman Education Services' Seminar, Affirmative Action Compliance in Alabama, Birmingham, Alabama, September 28, 2000.

"Pay Equity Analysis in the New Millennium," invited speaker at Jacksonville Industry Liaison Group's Seminar, Business and Government: A Strategic Alliance for 2000, Jacksonville, Florida, May 23, 2000

"The Use of Experts in Employment Cases," invited speaker at The University of Alabama School of Law Conference on Employment Law for Government and Public Sector Lawyers, New Orleans, Louisiana, November, 1999.

"Salary Analyses -- OFCCP and Alternative Methods," O'Melveny & Myers' Seminar, OFCCP Targets Wall Street, New York, New York, February 4, 1999.

"Choosing an Age Break: A Discussion of the Issues and an Alternative to Traditional Analyses of Age Discrimination," with Joshua Gotkin, paper presented at the Southern Economic Association Annual Conference, Washington, D.C., 1996.

"Estimating Economic Damages in Employment Discrimination Cases," invited speaker at Getting to Verdict: Trying Employment Claims to the Jury, The Florida Bar, Continuing Legal Education Committee and The Labor and Employment Law Section, Orlando, Florida, 1995.

"The Use of Statistics in Discrimination Cases," invited speaker at Investing in Human Resources, 1995 Human Resource Development/Personnel Management Conference, Florida Department of Management Services, Tampa, Florida, 1995.

"Use and Abuse of Statistics in Employment Claims," invited speaker at Current Issues in Employment Law, Professional Education Systems, Inc., Daytona Beach and Tampa, Florida, 1995.

"Methodologies for Determining Economic Damages or Possible Exposure in Employment Discrimination Cases," Economic Research Services, Inc.'s seminar on Economic and Statistical Analysis of Employment Discrimination: 1995-1998.

"Statistical Analyses of Employment Practices in a Recent Innovative Consent Decree," paper presented at the Southern Economic Association Annual Conference, Orlando, Florida, 1994.

"Dollars and Sense: Quantifying and Managing Employment Decisions," invited speaker at The American Association of Affirmative Action, Region IV Conference, Savannah, Georgia, 1994.

"Commonly Used Statistical Techniques" and "Methods of Analyzing Compensation," ERS Group's seminar on Economic and Statistical Evidence of Employment Discrimination: 1992-2012.

"Economic and Statistical Evidence of Employment Discrimination," invited speaker at The Florida Bar Employment Law Litigation Seminar, Orlando, Florida, 1991.

Presentations / Professional Meetings, continued

"The Current and Future State of the Florida Economy," invited speaker at Tomorrow's Trends Today: An Economic Symposium, Sarasota, Florida, 1988.

"The Economic Impact of Fixed Facilities on Residential Communities," invited speaker at the Hazardous Materials Advisory Council Semi-Annual Conference, Orlando, Florida, 1987.

"Property Values and Potentially Hazardous Production Facilities," paper presented at American Association of Geographers Annual Meeting, Portland, Oregon, 1987.

#### PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS:

American Association for Affirmative Action

American Bar Association Section on Labor and Employment

American Economic Association

Auburn University MBA Advisory Board

Committee on the Status of Women in the Economics Profession

National Association of Forensic Economists

## **MARY DUNN BAKER**

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mbaker@ersgroup.com

### TESTIMONY

Mary Ann Braswell v. Tallahassee Community College, United States District Court for the Northern District of Florida, Tallahassee Division, Case No. 90-40133MP. [deposition, offer of proof]

Virginia Dinsay v. Wells Fargo, N.A. et al., Superior Court of the State of California, In and for the City and County of San Francisco, Case No. 940309. [affidavit]

Equal Employment Opportunity Commission v. Western Auto Supply Company, United States District Court, Middle District of Florida, Tampa Division, Case No. 91-1640-CIV-T-23A. [deposition]

Irving Gerber v. United States General Accounting Office, Personnel Appeals Board, United States General Accounting Office, Washington, D.C., Case No. 93-03. [deposition, testimony]

Dennis Hazen Huguley, et al., v. General Motors Corporation, United States District Court for the Eastern District of Michigan, Southern Division, The Honorable Judge Feikens, Case No. 83-CV-2864-DT. [affidavits]

Nicholas F. Kozleuchar v. Coulter Electric Corporation, United States District Court for the Southern District of Florida, Case No. 92-2535-CIV-Highsmith. [affidavit]

Roderick MacPherson and Marvin Narz v. The University of Montevallo, United States District Court for the Northern District of Alabama, Southern Division, Case No. CV-88-H-1341-S. [depositions, testimony]

Office of Federal Contract Compliance Programs, United States Department of Labor v. USAir and Air Line Pilots Association and Association of Flight Attendants, United States Department of Labor, Office of Administrative Law Judges, Case No. 88-OFC-17. [affidavit]

Jack Sutton v. United States Fidelity and Guaranty, d/b/a USF & G Insurance Company, United States District Court, Southern District of Georgia, Savannah Division, Civil Action Case No. CV 493-071. [deposition]

Betty L. Sanders v. The Ceridian Corporation, United States District Court, Northern District of Georgia, Atlanta Division, Civil Action Case No. 1:92-CV-2698-GET. [deposition, testimony]

Preston Timmons v. City of Largo, Florida, United States District Court, Middle District of Florida, Tampa Division, Case No. 92-775-CIV-T-24-B. [affidavit]

Irene P. Myers v. Hercules, Inc., United States District Court, Southern District of Mississippi, Hattiesburg Division, Civil Action Case No. 2:93-CV-209PN. [affidavit]

United Paperworkers, International Union, AFL-CIO, et al., v. St. Regis Corporation et al., United States District Court, Southern District of Mississippi, Jackson Division, Case No. 3:85-CV-403. [affidavit]

Joan Elterman v. Chevron U.S.A., Inc., et al., Civil District Court, Parish of Orleans, State of Louisiana, Case No. 90-3887, Ad Hoc Division. [deposition]

Michael Taylor, et al., v. O'Charley's, Inc. et al., United States District Court, Middle District of Tennessee, Nashville Division, Case No. 3-94-0489. [affidavits]

James Dowd, et al., v. U.S. General Accounting Office, Personnel Appeals Board, United States General Accounting Office, Washington, D.C., Docket No. 91-03. [testimony]

Perry Woods, et al., v. Board of Trustees of the University of Alabama, United States District Court, Northern District of Alabama, Southern Division, Case No. CV-87-C-2182-S. [deposition, testimony]

Rhonda Smith v. Bally Scandinavian Health Clubs, United States District Court, Southern District of Florida, Case No. 92-974 CIV-MARCUS. [deposition, testimony]

Donald W. Miller v. Computing Devices International, a subsidiary of The Ceridian Corporation, United States District Court, Northern District of Georgia, Atlanta District, No. 1 94-CV-2462-MHS. [deposition]

Sergio R. Lopez v. First Union National Bank of Florida and First Union Corporation, Eleventh Judicial Circuit, in and for Dade County, Florida, General Jurisdiction Division, Cases No. 94-09430. [deposition]

Chester M. Latimer, Jr. v. Alaska Airlines, Inc., Superior Court of the State of Washington for King County, Case No. 94-2-04310-2. [declaration, deposition]

Sammy D. Barnes, Ray C. Dunklin and James Cox v. John H. Dalton, Secretary, Department of the Navy, United States District Court, Northern District of Florida, Case No. 94-50372-LAC. [declaration]

Jerry E. Tidwell v. Carter Products, Division of Carter-Wallace, Inc., United States District Court, Middle District of Florida, Tampa Division, Case No. 94-218-Civ-T-17C. [testimony]

James Leon Foster v. Jackson County, Florida, United States District Court, Northern District of Florida, Panama Division, Case No. 94-50074RV. [deposition]

Kane, et al., v. Sandy Freedman, Mayor of the City of Tampa and the City of Tampa, Florida, United States District Court, Middle District of Florida, Tampa Division, Case No. 94-2019-CIV-T-17C. [affidavits]

Jacqueline N. Thompson, et al., v. National Geographic Society, United States District Court, District of Columbia, Case No. 94-CV00024. [deposition]

Fanning and Chu-Wong v. Good Counsel High School, United States District Court of Maryland, Case No. JFM-95-3310. [deposition]

C. Lynn Pollock, et al., v. Continental Airlines Inc., United States District Court, Western District of Washington at Seattle, Case No. C95-1741WD. [deposition]

Alan D. Brooks, et al., v. GTE Florida, Inc., United States District Court, Middle District of Florida, Tampa Division, Case No. 95-1555-CIV-T-21E. [affidavit]

Raymond T. Weicker, Sr. et al., v. Exxon Corporation, et al., Superior Court of New Jersey Law Division: Union County, Docket No. UNN-L-6417-05. [declaration]

Helen Orvaschel v. Nova Southeastern University, Inc., United States District Court, Southern District of Florida, Case No. 96-6340-CIV-LENARD. [affidavit]

William E. Blanton, et al., v. The City of Tallahassee, United States District Court, Northern District of Florida, Tallahassee Division, Case No. 4:96CV111IMP. [affidavit, deposition]

Velma Sharp v. Halliburton and Paula Davis v. Halliburton, United States District Court, Western District of Oklahoma, Case No. CIV-96-1517-C and CIV-95-1587-T. [declaration, deposition]

Ronald Kelly, et al., v. United Health Care Management, Inc., United States District Court Northern District of Alabama, Southern Division, Case No. CV 96-B-1047-S. [report]

Karen A. Lenihan v. The Boeing Company, United States District Court, Southern District, Houston Division, Case No. H-96-1589. [report, deposition]

Roy Eurioste, et al., v. Continental Airlines, Inc., United States District Court, District of Colorado, Case No. 95 WM 2112. [depositions, testimony]

Atchley, et al., v. The City of Atlanta, Georgia, United States District Court, Northern District of Georgia, Atlanta Division, Case No. 1:96-CV-129-GET. [deposition]

Alisha Cunningham, et al., v. The Kansas City Star Company et al., United States District Court, Western District of Missouri, Western Division, Case No. 96-0334-CV-W-4. [affidavit, deposition]

Anita Robinson et al., v. The Boeing Company, United States District Court, Northern District of Alabama, Southern Division, Civil Action No. CV-92-C-2004-S. [affidavit]

Michael Cramer v. R.C. Knowles, Sheriff of St. Lucie County, Florida, United States District Court, Southern District of Florida, Ft. Pierce Division, Case No. 97-14017-CIV-Roettger. [deposition]

Diana E. Stein v. Collier, Shannon, Rill & Scott, P.L.L.C., et al., Superior Court for the District of Columbia, Civil Division, Civil Action Number CA02632-97. [deposition]

Arthur L. Wilson, et al., v. Wendy's International, Inc., United States District Court, Southern District of Mississippi, Jackson Division, Civil Action No. 3:97CV397WS. [reports]

Jack Ertl v. SeaRiver Maritime, Inc., Successor to Exxon Shipping Company, New York State: Executive Department of Human Rights, SDHR Case No: 2B-E-A-91-146256-A, Federal Charge No: 16G-91-1886. [report, affidavit]

Larry Williams, Lynell C. McCollough, et al., v. CSX Transportation, Inc., United States District Court, Northern District of Alabama, Southern Division, Civil Action No. CV 94-C-0553-S. [declaration]

Robert P. Goldstein v. Exxon Research & Engineering Company, United States District Court, District of New Jersey, Civil Action No. 95-2410 MTB. [reports, testimony]

David V. Hanna v. AT&T Paradyne, United States District Court, Middle District of Florida, Tampa Division, Case No. 92-1401-CIV-T-17B. [report]

Carlos R. Vasquez v. U.S. Airways, Inc. and Terri Pope, United States District Court, Southern District of Florida, Case No. 98-8533-CIV-RYSKAMP. [deposition, testimony]

Susan K. Raynor v. First Union Corporation, United States District Court, Middle District of Florida, Tampa Division, Case No. 99-1778-CIV-T-23A. [report]

John Parsons v. Karsten Manufacturing Company, United States District Court for the Southern District of Florida, Case No. 98-8787-CIV-HURLEY. [declaration, deposition]

Richard Monka v. Merrill Area Public Schools, et al., United States District Court, Western District of Wisconsin, Case No. 00C-89-S. [deposition]

Bridget Drayton, Wanda Gibbs Mitchell and Anthony Rich, et al., v. Western Auto Supply Company and Advance Stores Company, Inc., United States District Court, Middle District of Florida, Tampa Division, Case No. 98-1582-CIV-T-26E. [affidavits]

Deborah Chandler, Kem Collins, Mary Cox and Gina Morris v. Vulcan Materials Company, United States District Court, Western District of Kentucky, Paducah Division, Civil Action No. CV-00-286-R. [report]



Curley Edward Jackson, et al., v. E.I. Dupont De Nemours & Co., et al., United States District Court, Eastern District of Texas, Beaumont Division, Civil Action No. 1:98CV1849. [affidavit]

Harry Burkholder and Patricia K. Burkholder v. Battelle Memorial Institute, Superior Court of the State of Washington, County of Benton, No. 96-2-01696-6. [report, declaration]

American Association of University Professors v. University of Cincinnati, Gender Pay Equity Dispute, FMCS No. 52 390 001512 00 (2000). [deposition, testimony]

Stephen K. Chen, v. MCI Worldcom, United States District Court, Eastern District of Tennessee at Knoxville, Civil Action No. 3:99-CV-322. [report, deposition]

Robert C. Urban, Jr. v. University of South Florida, et al., United States District Court, Middle District of Florida, Tampa Division, Case No. 98-2201-CIV-T-23B. [reports]

Steven A. Gross v. University of South Florida, et al., United States District Court, Middle District of Florida, Tampa Division, Case No. 98-2200-CIV-T-26A. [report]

John Preuc, et al., v. Continental Micronesia, Inc., and Continental Airlines, Inc., Superior Court of Guam, Civil Case No. CV69-96. [report, deposition]

James R. Millsap, et al., v. McDonnell Douglas Corporation, United States District Court, Northern District of Oklahoma, Case No 94-C-633-H. [affidavits]

Melody Phillips v. Vanguard of Ripley, LLC, d/b/a Rest Haven Nursing Home, United States District Court, Northern District of Mississippi, Eastern Division, Case No. 3,01CV121-D-D. [report]

Robert Cram v. Karsten Manufacturing Corporation, United States District Court, District of Arizona, Case No. CIV 00-1128 PHX RCB. [declaration, deposition]

Frank Minton v. American Bankers Insurance Group, et al., United States District Court, Southern District of Florida, Miami Division, Case No. 00-3376-CIV-Seitz/Bandstra. [declarations, deposition]

Sharon Pollard v. E.I. Du Pont de Nemours Company, United States District Court, Western District of Tennessee, Western Division, Case No. 98-2147 MIA. [deposition, testimony]

Curtis Major, et al., v. Eller Media Company, United States District Court, Southern District of Florida, Miami Division, Case No. 00-3870-CIV-MORENO/DUBE. [deposition]

Eugene F. Koren, et al., v. SUPERVALU Inc. and Preferred Products, Inc., United States District Court, District of Minnesota, Civil No.00-1479 (PAM/JGL). [deposition]

Carol Crowley and Peggy Danette Staton v. CCAir, Inc., United States District Court, Western District of North Carolina, Charlotte Division, Case No. 3:00 CV 647-H. [report]

Terry A. Albright, et al., v. Storage Technology Corporation, et al., United States District Court, District of Colorado, Civil Action Nos. 01-D-1683 and 01-WM-1885. [report]

Azel P. Smith, et al., vs. City of Jackson, Mississippi Police Department, United States District Court, Southern District of Mississippi, Jackson Division, Civil Action No. 3:01 CB367BN. [affidavit]

Gerald G. Mason v. Northwest Airlines, Inc., United States District Court, Northern District, Atlanta Division, Civil Action File No. 1:98-CV-7895-TWT. [reports]

Rhonda Thomas v. Deloitte Consulting, United States District Court, Northern District of Texas, Dallas Division, Case No. 3:02-CV-0343-M. [reports, affidavit, declarations, testimony]

Martha Hamilton, et al., v. The Washington Post, arbitration. [report]

Adell et al., v. Vinyl Building Products, Inc., et al., United States District Court, Eastern Division of Arkansas, Western Division, Case No. 4-02-CV-00107 GTE. [report]

Sylvester McClain, et al., v. Lufkin Industries, Inc., United States District Court for the Eastern District Court of Texas, Lufkin Division, Civil Action No. 9:97-CV-063. [report, deposition, testimony]

Kimberly Farrow v. Bank of America Corporation, United States District Court, Middle District of Florida, Orlando Division, Case No. 6:02-CV-936-OR-28-KRS. [report, deposition, testimony]

Melinda Carroll, et al., v. Willis North America, et al., United States District Court, Northern District of Alabama, Southern Division, Case No. CV-01-BE-2676-S. [report]

Charles McKinney and Willi Kalvaitis vs. International Business Machines Corporation, United States District Court, District of Vermont, Case No. 2:02-cv-291. [report]

George Johnson v. The Board of Trustees of the University of Alabama at Birmingham, United States District Court, Southern District of Alabama, Southern Division, Civil Action No. CV-02-C-2896-S. [report, deposition]

Mary Erickson v. Northwest Airlines, Inc., United States District Court, District of Minnesota, Civil No. 03-CV-5458 JRT/JSM. [report]

Derrick Satchell, et al., v. FedEx Express Corporation, United States District Court, Northern District of California, Case No. C 03-2659 SI, C 03-2878 SI. [report, deposition]

Thaddeus M. Korbin v. Public Service Company of New Mexico, United States District Court for the District of New Mexico, Case No. CV-03-1167 MV/MLT. [reports, deposition]

Dale Thomforde v. International Business Machines Corporation, United States District Court for the District of Minnesota, Civil No. 0:02-CV-4817 JNE/FLN. [deposition]

Mary Holmes, et al., v. John E. Potter, Postmaster General, U.S. Postal Service, U.S. Equal Employment Opportunity Commission, Denver District Office, EEOC File No. 320-2001-08187x, Agency File No. CC-800-022-00. [hearing on Summary Judgment Motion]

George Powell, et al., vs. Carey International, Inc. et al., United States District Court for the Southern District of Florida, Case No. 05-21395-CIV-seitz/McAliley. [deposition]

James E. Johnson, Bruce Moore, Christopher Ray v. United States Beef Corporation; United States District Court for the Western District of Missouri, Case No. 04-CV-00963. [deposition]

Douglas Powers and Suzan McCarthy, et al., v. U.S. Department of Transportation; United States Equal Employment Opportunity Commission, Chicago District Office, EEOC Case Nos. 210-2002-6091X and 210-2002-06117X, Agency Case Nos. 4-99-4127 and 4-99-4106. [deposition, testimony]

Marcela Olvera-Morales, et al., vs. International Labor Management Corporation, Inc.; North Carolina Grower's Association, Inc.; and Del-AI Associates, Inc.; United States District Court for the Middle District of North Carolina, Civil Action No. 1:05-cv-559 (NCT-PTS). [deposition]

Brian Thompson, et al., vs. Northrop Grumman Ship Systems, Inc.; United States District Court, Southern District of Mississippi, Southern Division, Civil Action No. 1:01CV 111GR. [deposition]

Mirna E. Serrano, et al., v. Cintas Corporation and Blanca Nelly Avalos, et al., v. Cintas Corporation; United States District Court in the Eastern District of Michigan, Southern Division, Case No. 04-CV-40132, Case No. 06-CV-12311. [depositions]

Edward Kinnally, et al., v. Rogers Corporation; United States District Court for the State of Arizona, Case No. CV06-2704-PHX-JAT. [deposition]

Turner v. Comair, Inc. et al.; United States District Court, Eastern District of Kentucky, Central Division at Lexington, Case No. 5:07-CV-00037-KSF. [deposition]

CNN America, Inc. and Team Video Services, LLC, Joint Employers and National Association of Broadcast Employees & Technicians, Communications Workers of America, Local 31, AFL-CIO (Case 5-CA-31828) and CNN America, Inc. and Team Video Services, LLC and National Association of Broadcast Employees & Technicians, Communication Workers of American, Local 11, AFL-CIO (Case 5-CA-331125), United States of America Before the National Labor Relations Board, Region 5. [testimony]

Sherry A. McCarty, et al., v. John E. Potter, Postmaster General, United States Postal Service; U.S. Equal Employment Opportunity Commission, Los Angeles District Office, EEOC File No. 340-2005-00369x, Agency File No. 1E-891-0004-99. [deposition]

Equal Employment Opportunity Commission v. CRST Van Expedited Inc., United States District Court, Northern District of Iowa, Cedar Rapids Division, Case No. 1:07-CV-95. [deposition]

Willard A. Eastin, et al., v. Entergy Corporation, et al.; 24<sup>th</sup> Judicial District for the Parish of Jefferson, State of Louisiana; Division "A", Case No. 456-981. [deposition]

Equal Employment Opportunity Commission v. Paramount Staffing, Inc.; United States District Court, Western District of Tennessee, Western Division, Civil Action No. 2:06-CV-2624. [deposition]

Equal Employment Opportunity Commission v. Les Schwab Tire Centers of Washington, Inc., et al., United States District Court, Western District of Washington at Seattle, Civil Action No. 06-045-RSM. [deposition]

David Ojeda-Sanchez, et al., v. Bland Farms, LLC, et al., United States District Court, Southern District of Georgia, Statesboro Division, Civil Action No. 6:08-096. [deposition, testimony]

Charlette D. Lachney, et al., v. Target Corporation; United States District Court, Western District of Oklahoma, Civil Action No. 06-1389-HE [testimony]

Equal Employment Opportunity Commission v. Winn Dixie, Inc., United States District Court, Southern District of Alabama, Selma Division, Case No. 2:09-CV-0643-C. [deposition]

Edmond Walker, et al., v. Patrick Donahoe, Postmaster General, United States Postal Service; U.S. Equal Employment Opportunity Commission, Los Angeles District Office, EEOC Case No. 541-2008-00188, Agency File No. CC-800-0359-03 [depositions, testimony]

Equal Employment Opportunity Commission v. Presrite Corporation, United States District Court, Northern District of Ohio, Eastern Division, Case 1:11-cv-00260-PAG [deposition]

Elaine Andrews, et al., v. Lawrence Livermore National Security, LLC, et al., Superior Court of California, County of Alameda, Case RG 09453596 [deposition]

Maria Zuniga, et al., v. Bernalillo County, et al., United States District Court for the District of New Mexico, Civil No: 1:11-cv-00877 RHS/ACT [deposition]

Sandra M. McConnell, et al., v. Patrick Donahoe, Postmaster General, United States Postal Services; U.S. Equal Employment Opportunity Commission, New York District Office, EEOC Case No. 520-2010-00280X, Agency File No. 4B-140-0062-06 [deposition]

# **EXHIBIT B**

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
AZ**

Participation Numbers

N = 121

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	2,189	541	26	109	4	17	0	0	1,046	42	336	16	52	0	0
PRINCIPALS	1,210	424	19	90	3	9	0	0	519	29	92	3	22	0	0
ASST/PRINT(TEACH)	46	17	0	2	1	0	0	0	23	2	0	1	0	0	0
ASST/PRINN(NON-T)	747	276	18	59	3	1	0	0	303	19	57	4	7	0	0
ELEMENTARY TEACH	27,139	3,257	116	518	52	71	0	0	19,008	455	2,794	348	520	0	0
SECONDARY TEACH	11,973	4,384	140	523	73	94	0	0	5,671	155	662	158	113	0	0
OTHER TEACHERS	9,092	1,534	65	279	38	20	0	0	5,739	172	995	131	119	0	0
GUIDANCE	1,282	185	22	40	5	7	0	0	728	46	183	20	46	0	0
PSYCHOLOGICAL	755	149	6	22	3	2	0	0	460	15	67	15	16	0	0
LIBRARIANS/AV	963	75	4	17	2	4	0	0	709	17	98	11	26	0	0
CONSULTANTS	650	84	4	17	1	0	0	0	463	17	55	2	7	0	0
OTHER PROF	3,686	511	52	194	6	36	0	0	2,128	80	525	23	131	0	0
TEACHER AIDES	6,606	345	87	235	13	45	0	0	2,861	196	2,307	68	449	0	0
TECHNICIANS	1,663	561	31	197	19	29	0	0	512	26	235	7	46	0	0
CLERK/SECY	6,952	140	51	112	3	15	0	0	3,943	161	2,196	64	267	0	0
SERVICE WORKERS	11,531	2,664	321	2,373	65	500	0	0	2,184	208	2,792	62	362	0	0
SKILLED CRAFT	1,378	634	29	426	10	59	0	0	132	7	60	0	21	0	0
LABORERS/UNSK.	1,172	284	46	350	3	31	0	0	187	17	235	4	15	0	0
<b>TOTAL FULL TIME</b>	<b>89,034</b>	<b>16,065</b>	<b>1,037</b>	<b>5,563</b>	<b>304</b>	<b>940</b>	<b>0</b>	<b>0</b>	<b>46,616</b>	<b>1,664</b>	<b>13,689</b>	<b>937</b>	<b>2,219</b>	<b>0</b>	<b>0</b>
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	5,723	918	46	141	25	23	0	0	3,743	90	578	72	87	0	0
ALL OTHER	20,815	2,410	256	1,082	57	81	0	0	10,375	481	5,456	327	290	0	0
<b>TOTAL PART-TIME</b>	<b>26,538</b>	<b>3,328</b>	<b>302</b>	<b>1,223</b>	<b>82</b>	<b>104</b>	<b>0</b>	<b>0</b>	<b>14,118</b>	<b>571</b>	<b>6,034</b>	<b>399</b>	<b>377</b>	<b>0</b>	<b>0</b>
*** NEW HIRES ***															
OFFICIALS/ADMIN	98	33	3	5	0	2	0	0	38	3	8	1	5	0	0
PRINCIPALS/ASST	94	40	2	12	1	2	0	0	29	2	4	2	0	0	0
CLASSROOM TEACHERS	3,446	728	32	104	20	21	0	0	2,072	86	279	64	40	0	0
OTHER PROF. STAFF	588	69	10	25	2	7	0	0	354	21	74	8	18	0	0
NONPROFESSIONAL	1,976	323	54	222	6	54	0	0	658	60	504	17	78	0	0
<b>TOTAL NEW HIRES</b>	<b>6,202</b>	<b>1,193</b>	<b>101</b>	<b>368</b>	<b>29</b>	<b>86</b>	<b>0</b>	<b>0</b>	<b>3,151</b>	<b>172</b>	<b>869</b>	<b>92</b>	<b>141</b>	<b>0</b>	<b>0</b>

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## AZ

## Participation Rates\*

N = 121

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	24.71	1.19	4.98	0.18	0.78	0	0	47.78	1.92	15.35	0.73	2.38	0	0
PRINCIPALS	100	35.04	1.57	7.44	0.25	0.74	0	0	42.89	2.4	7.6	0.25	1.82	0	0
ASST/PRINT(TEACH)	100	36.96	0	4.35	2.17	0	0	0	50	4.35	0	2.17	0	0	0
ASST/PRINN(NON-T)	100	36.95	2.41	7.9	0.4	0.13	0	0	40.56	2.54	7.63	0.54	0.94	0	0
ELEMENTARY TEACH	100	12	0.43	1.91	0.19	0.26	0	0	70.04	1.68	10.3	1.28	1.92	0	0
SECONDARY TEACH	100	36.62	1.17	4.37	0.61	0.79	0	0	47.36	1.29	5.53	1.32	0.94	0	0
OTHER TEACHERS	100	16.87	0.71	3.07	0.42	0.22	0	0	63.12	1.89	10.94	1.44	1.31	0	0
GUIDANCE	100	14.43	1.72	3.12	0.39	0.55	0	0	56.79	3.59	14.27	1.56	3.59	0	0
PSYCHOLOGICAL	100	19.74	0.79	2.91	0.4	0.26	0	0	60.93	1.99	8.87	1.99	2.12	0	0
LIBRARIANS/AV	100	7.79	0.42	1.77	0.21	0.42	0	0	73.62	1.77	10.18	1.14	2.7	0	0
CONSULTANTS	100	12.92	0.62	2.62	0.15	0	0	0	71.23	2.62	8.46	0.31	1.08	0	0
OTHER PROF	100	13.86	1.41	5.26	0.16	0.98	0	0	57.73	2.17	14.24	0.62	3.55	0	0
TEACHER AIDES	100	5.22	1.32	3.56	0.2	0.68	0	0	43.31	2.97	34.92	1.03	6.8	0	0
TECHNICIANS	100	33.73	1.86	11.85	1.14	1.74	0	0	30.79	1.56	14.13	0.42	2.77	0	0
CLERK/SECY	100	2.01	0.73	1.61	0.04	0.22	0	0	56.72	2.32	31.59	0.92	3.84	0	0
SERVICE WORKERS	100	23.1	2.78	20.58	0.56	4.34	0	0	18.94	1.8	24.21	0.54	3.14	0	0
SKILLED CRAFT	100	46.01	2.1	30.91	0.73	4.28	0	0	9.58	0.51	4.35	0	1.52	0	0
LABORERS/UNSK.	100	24.23	3.92	29.86	0.26	2.65	0	0	15.96	1.45	20.05	0.34	1.28	0	0
TOTAL FULL TIME	100	18.04	1.16	6.25	0.34	1.06	0	0	52.36	1.87	15.38	1.05	2.49	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	16.04	0.8	2.46	0.44	0.4	0	0	65.4	1.57	10.1	1.26	1.52	0	0
ALL OTHER	100	11.58	1.23	5.2	0.27	0.39	0	0	49.84	2.31	26.21	1.57	1.39	0	0
TOTAL PART-TIME	100	12.54	1.14	4.61	0.31	0.39	0	0	53.2	2.15	22.74	1.5	1.42	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	33.67	3.06	5.1	0	2.04	0	0	38.78	3.06	8.16	1.02	5.1	0	0
PRINCIPALS/ASST	100	42.55	2.13	12.77	1.06	2.13	0	0	30.85	2.13	4.26	2.13	0	0	0
CLASSROOM TEACHERS	100	21.13	0.93	3.02	0.58	0.61	0	0	60.13	2.5	8.1	1.86	1.16	0	0
OTHER PROF. STAFF	100	11.73	1.7	4.25	0.34	1.19	0	0	60.2	3.57	12.59	1.36	3.06	0	0
NONPROFESSIONAL	100	16.35	2.73	11.23	0.3	2.73	0	0	33.3	3.04	25.51	0.86	3.95	0	0
TOTAL NEW HIRES	100	19.24	1.63	5.93	0.47	1.39	0	0	50.81	2.77	14.01	1.48	2.27	0	0

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
CA**

Participation Numbers

N = 651

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	1,074	290	26	66	16	5	0	3	429	49	153	23	6	0	8
PRINCIPALS	581	175	16	50	8	1	1	1	216	34	61	13	2	0	3
ASST/PRINT(TEACH)	31	9	0	1	1	0	0	0	12	4	3	1	0	0	0
ASST/PRINN(NON-T)	314	103	8	29	5	0	1	1	103	12	38	7	0	6	1
ELEMENTARY TEACH	175,930	23,150	1,572	7,207	2,196	216	1	10	97,277	6,063	26,939	10,542	676	23	58
SECONDARY TEACH	77,885	26,961	1,806	6,168	2,180	256	17	28	28,347	2,111	6,612	3,120	212	32	35
OTHER TEACHERS	1,692	204	37	80	11	4	1	0	828	101	350	35	31	4	6
GUIDANCE	448	46	7	35	5	2	2	1	196	27	102	14	1	3	7
PSYCHOLOGICAL	279	60	2	16	0	1	0	0	134	11	35	17	0	0	3
LIBRARIANS/AV	206	15	0	1	0	1	0	0	122	10	48	3	3	1	2
CONSULTANTS	245	43	4	7	0	1	0	0	121	13	51	4	0	0	1
OTHER PROF	1,157	117	8	44	3	2	1	0	682	59	182	38	14	5	2
TEACHER AIDES	26,939	2,902	763	2,688	420	18	3	1	10,738	1,264	7,160	796	180	6	0
TECHNICIANS	467	96	9	46	14	5	0	1	130	21	121	18	4	2	0
CLERK/SECY	49,107	3,500	1,529	3,750	1,009	12	1	2	18,822	3,737	14,537	1,987	179	12	30
SERVICE WORKERS	40,377	6,688	1,916	6,833	1,253	112	14	22	11,958	1,868	8,703	886	95	13	16
SKILLED CRAFT	592	265	26	172	19	2	6	11	56	3	26	5	1	0	0
LABORERS/UNSK.	689	202	51	277	15	0	0	4	60	11	63	3	0	2	1
TOTAL FULL TIME	378,013	64,826	7,780	27,470	7,155	638	48	85	170,231	15,398	65,184	17,512	1,404	109	173
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	18,729	2,175	95	396	183	14	2	1	13,021	253	1,559	952	70	3	5
ALL OTHER	7,944	371	147	452	40	17	7	7	3,543	318	2,566	272	85	20	99
TOTAL PART-TIME	26,673	2,546	242	848	223	31	9	8	16,564	571	4,125	1,224	155	23	104
*** NEW HIRES ***															
OFFICIALS/ADMIN	41	10	2	6	1	0	0	0	15	0	5	1	1	0	0
PRINCIPALS/ASST	57	21	2	3	2	0	1	0	18	1	7	1	0	1	0
CLASSROOM TEACHERS	7,456	1,295	123	487	185	7	0	0	3,472	245	1,066	550	25	1	0
OTHER PROF. STAFF	167	18	1	2	1	0	0	0	89	8	34	11	2	1	0
NONPROFESSIONAL	622	48	13	29	0	0	0	0	190	38	239	17	6	3	39
TOTAL NEW HIRES	8,343	1,392	141	527	189	7	1	0	3,784	292	1,351	580	34	6	39

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## CA

## Participation Rates\*

N = 651

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	27	2.42	6.15	1.49	0.47	0	0.28	39.94	4.56	14.25	2.14	0.56	0	0.74
PRINCIPALS	100	30.12	2.75	8.61	1.38	0.17	0.17	0.17	37.18	5.85	10.5	2.24	0.34	0	0.52
ASST/PRINT(TEACH)	100	29.03	0	3.23	3.23	0	0	0	38.71	12.9	9.68	3.23	0	0	0
ASST/PRINN(NON-T)	100	32.8	2.55	9.24	1.59	0	0.32	0.32	32.8	3.82	12.1	2.23	0	1.91	0.32
ELEMENTARY TEACH	100	13.16	0.89	4.1	1.25	0.12	0	0.01	55.29	3.45	15.31	5.99	0.38	0.01	0.03
SECONDARY TEACH	100	34.62	2.32	7.92	2.8	0.33	0.02	0.04	36.4	2.71	8.49	4.01	0.27	0.04	0.04
OTHER TEACHERS	100	12.06	2.19	4.73	0.65	0.24	0.06	0	48.94	5.97	20.69	2.07	1.83	0.24	0.35
GUIDANCE	100	10.27	1.56	7.81	1.12	0.45	0.45	0.22	43.75	6.03	22.77	3.13	0.22	0.67	1.56
PSYCHOLOGICAL	100	21.51	0.72	5.73	0	0.36	0	0	48.03	3.94	12.54	6.09	0	0	1.08
LIBRARIANS/AV	100	7.28	0	0.49	0	0.49	0	0	59.22	4.85	23.3	1.46	1.46	0.49	0.97
CONSULTANTS	100	17.55	1.63	2.86	0	0.41	0	0	49.39	5.31	20.82	1.63	0	0	0.41
OTHER PROF	100	10.11	0.69	3.8	0.26	0.17	0.09	0	58.95	5.1	15.73	3.28	1.21	0.43	0.17
TEACHER AIDES	100	10.77	2.83	9.98	1.56	0.07	0.01	0	39.86	4.69	26.58	2.95	0.67	0.02	0
TECHNICIANS	100	20.56	1.93	9.85	3	1.07	0	0.21	27.84	4.5	25.91	3.85	0.86	0.43	0
CLERK/SECY	100	7.13	3.11	7.64	2.05	0.02	0	0	38.33	7.61	29.6	4.05	0.36	0.02	0.06
SERVICE WORKERS	100	16.56	4.75	16.92	3.1	0.28	0.03	0.05	29.62	4.63	21.55	2.19	0.24	0.03	0.04
SKILLED CRAFT	100	44.76	4.39	29.05	3.21	0.34	1.01	1.86	9.46	0.51	4.39	0.84	0.17	0	0
LABORERS/UNSK.	100	29.32	7.4	40.2	2.18	0	0	0.58	8.71	1.6	9.14	0.44	0	0.29	0.15
TOTAL FULL TIME	100	17.15	2.06	7.27	1.89	0.17	0.01	0.02	45.03	4.07	17.24	4.63	0.37	0.03	0.05
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	11.61	0.51	2.11	0.98	0.07	0.01	0.01	69.52	1.35	8.32	5.08	0.37	0.02	0.03
ALL OTHER	100	4.67	1.85	5.69	0.5	0.21	0.09	0.09	44.6	4	32.3	3.42	1.07	0.25	1.25
TOTAL PART-TIME	100	9.55	0.91	3.18	0.84	0.12	0.03	0.03	62.1	2.14	15.47	4.59	0.58	0.09	0.39
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	24.39	4.88	14.63	2.44	0	0	0	36.59	0	12.2	2.44	2.44	0	0
PRINCIPALS/ASST	100	36.84	3.51	5.26	3.51	0	1.75	0	31.58	1.75	12.28	1.75	0	1.75	0
CLASSROOM TEACHERS	100	17.37	1.65	6.53	2.48	0.09	0	0	46.57	3.29	14.3	7.38	0.34	0.01	0
OTHER PROF. STAFF	100	10.78	0.6	1.2	0.6	0	0	0	53.29	4.79	20.36	6.59	1.2	0.6	0
NONPROFESSIONAL	100	7.72	2.09	4.66	0	0	0	0	30.55	6.11	38.42	2.73	0.96	0.48	6.27
TOTAL NEW HIRES	100	16.68	1.69	6.32	2.27	0.08	0.01	0	45.36	3.5	16.19	6.95	0.41	0.07	0.47

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.



**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
CO**

Participation Numbers

N = 58

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	1,219	464	18	52	2	5	0	1	590	21	59	6	1	0	0
PRINCIPALS	893	313	17	43	5	2	0	0	426	26	52	6	3	0	0
ASST/PRINT(TEACH)	59	30	0	0	0	0	0	0	24	1	3	1	0	0	0
ASST/PRINN(NON-T)	691	276	19	30	3	2	0	0	278	24	52	4	3	0	0
ELEMENTARY TEACH	13,413	1,378	32	176	26	11	0	2	10,268	221	1,099	133	59	2	6
SECONDARY TEACH	12,527	4,371	106	347	73	24	0	3	6,783	140	491	121	60	0	8
OTHER TEACHERS	4,963	772	37	108	9	7	0	0	3,645	63	250	51	21	0	0
GUIDANCE	996	205	15	39	5	3	0	0	621	33	59	9	5	0	2
PSYCHOLOGICAL	508	78	4	8	2	0	0	0	378	13	19	4	2	0	0
LIBRARIANS/AV	568	64	0	6	1	2	0	0	452	10	28	4	1	0	0
CONSULTANTS	261	34	2	2	0	0	0	0	195	3	23	1	1	0	0
OTHER PROF	3,170	472	56	79	9	4	0	0	2,105	85	285	54	21	0	0
TEACHER AIDES	6,065	285	57	68	7	7	2	0	4,321	184	936	96	94	2	6
TECHNICIANS	991	370	18	38	11	7	0	0	484	12	32	15	4	0	0
CLERK/SECY	4,198	76	6	22	3	1	0	0	3,143	128	730	51	33	0	5
SERVICE WORKERS	7,134	1,975	295	717	55	47	0	2	2,675	209	952	98	102	0	7
SKILLED CRAFT	1,476	842	54	140	22	17	0	0	333	22	39	5	2	0	0
LABORERS/UNSK.	807	388	27	181	10	5	0	2	108	6	74	5	0	0	1
<b>TOTAL FULL TIME</b>	<b>59,939</b>	<b>12,393</b>	<b>763</b>	<b>2,056</b>	<b>243</b>	<b>144</b>	<b>2</b>	<b>10</b>	<b>36,829</b>	<b>1,201</b>	<b>5,183</b>	<b>664</b>	<b>412</b>	<b>4</b>	<b>35</b>
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	4,248	858	80	55	11	7	0	0	2,894	73	185	66	19	0	0
ALL OTHER	8,026	900	183	371	35	16	0	0	4,100	558	1,677	136	49	0	1
<b>TOTAL PART-TIME</b>	<b>12,274</b>	<b>1,758</b>	<b>263</b>	<b>426</b>	<b>46</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>6,994</b>	<b>631</b>	<b>1,862</b>	<b>202</b>	<b>68</b>	<b>0</b>	<b>1</b>
*** NEW HIRES ***															
OFFICIALS/ADMIN	62	26	1	3	0	0	0	0	25	0	6	1	0	0	0
PRINCIPALS/ASST	87	38	1	5	1	1	0	0	32	3	4	2	0	0	0
CLASSROOM TEACHERS	2,226	476	16	55	11	2	0	2	1,466	31	131	23	10	0	3
OTHER PROF. STAFF	511	67	9	13	1	0	0	0	360	9	38	10	3	0	1
NONPROFESSIONAL	1,309	246	35	50	5	6	1	0	718	43	149	23	30	1	2
<b>TOTAL NEW HIRES</b>	<b>4,195</b>	<b>853</b>	<b>62</b>	<b>126</b>	<b>18</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>2,601</b>	<b>86</b>	<b>328</b>	<b>59</b>	<b>43</b>	<b>1</b>	<b>6</b>

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## CO

## Participation Rates\*

N = 58

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	38.06	1.48	4.27	0.16	0.41	0	0.08	48.4	1.72	4.84	0.49	0.08	0	0
PRINCIPALS	100	35.05	1.9	4.82	0.56	0.22	0	0	47.7	2.91	5.82	0.67	0.34	0	0
ASST/PRINT(TEACH)	100	50.85	0	0	0	0	0	0	40.68	1.69	5.08	1.69	0	0	0
ASST/PRINN(NON-T)	100	39.94	2.75	4.34	0.43	0.29	0	0	40.23	3.47	7.53	0.58	0.43	0	0
ELEMENTARY TEACH	100	10.27	0.24	1.31	0.19	0.08	0	0.01	76.55	1.65	8.19	0.99	0.44	0.01	0.04
SECONDARY TEACH	100	34.89	0.85	2.77	0.58	0.19	0	0.02	54.15	1.12	3.92	0.97	0.48	0	0.06
OTHER TEACHERS	100	15.56	0.75	2.18	0.18	0.14	0	0	73.44	1.27	5.04	1.03	0.42	0	0
GUIDANCE	100	20.58	1.51	3.92	0.5	0.3	0	0	62.35	3.31	5.92	0.9	0.5	0	0.2
PSYCHOLOGICAL	100	15.35	0.79	1.57	0.39	0	0	0	74.41	2.56	3.74	0.79	0.39	0	0
LIBRARIANS/AV	100	11.27	0	1.06	0.18	0.35	0	0	79.58	1.76	4.93	0.7	0.18	0	0
CONSULTANTS	100	13.03	0.77	0.77	0	0	0	0	74.71	1.15	8.81	0.38	0.38	0	0
OTHER PROF	100	14.89	1.77	2.49	0.28	0.13	0	0	66.4	2.68	8.99	1.7	0.66	0	0
TEACHER AIDES	100	4.7	0.94	1.12	0.12	0.12	0.03	0	71.24	3.03	15.43	1.58	1.55	0.03	0.1
TECHNICIANS	100	37.34	1.82	3.83	1.11	0.71	0	0	48.84	1.21	3.23	1.51	0.4	0	0
CLERK/SECY	100	1.81	0.14	0.52	0.07	0.02	0	0	74.87	3.05	17.39	1.21	0.79	0	0.12
SERVICE WORKERS	100	27.68	4.14	10.05	0.77	0.66	0	0.03	37.5	2.93	13.34	1.37	1.43	0	0.1
SKILLED CRAFT	100	57.05	3.66	9.49	1.49	1.15	0	0	22.56	1.49	2.64	0.34	0.14	0	0
LABORERS/UNSK.	100	48.08	3.35	22.43	1.24	0.62	0	0.25	13.38	0.74	9.17	0.62	0	0	0.12
TOTAL FULL TIME	100	20.68	1.27	3.43	0.41	0.24	0	0.02	61.44	2	8.65	1.11	0.69	0.01	0.06
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	20.2	1.88	1.29	0.26	0.16	0	0	68.13	1.72	4.35	1.55	0.45	0	0
ALL OTHER	100	11.21	2.28	4.62	0.44	0.2	0	0	51.08	6.95	20.89	1.69	0.61	0	0.01
TOTAL PART-TIME	100	14.32	2.14	3.47	0.37	0.19	0	0	56.98	5.14	15.17	1.65	0.55	0	0.01
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	41.94	1.61	4.84	0	0	0	0	40.32	0	9.68	1.61	0	0	0
PRINCIPALS/ASST	100	43.68	1.15	5.75	1.15	1.15	0	0	36.78	3.45	4.6	2.3	0	0	0
CLASSROOM TEACHERS	100	21.38	0.72	2.47	0.49	0.09	0	0.09	65.86	1.39	5.88	1.03	0.45	0	0.13
OTHER PROF. STAFF	100	13.11	1.76	2.54	0.2	0	0	0	70.45	1.76	7.44	1.96	0.59	0	0.2
NONPROFESSIONAL	100	18.79	2.67	3.82	0.38	0.46	0.08	0	54.85	3.28	11.38	1.76	2.29	0.08	0.15
TOTAL NEW HIRES	100	20.33	1.48	3	0.43	0.21	0.02	0.05	62	2.05	7.82	1.41	1.03	0.02	0.14

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
NV**

Participation Numbers

N = 7

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	115	55	1	2	0	0	0	0	54	0	0	2	1	0	0
PRINCIPALS	161	69	0	2	1	1	0	0	84	1	3	0	0	0	0
ASST/PRINT(TEACH)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ASST/PRINN(NON-T)	126	56	1	0	0	0	0	0	64	2	2	1	0	0	0
ELEMENTARY TEACH	2,917	295	0	11	5	5	0	0	2,439	9	83	37	33	0	0
SECONDARY TEACH	2,176	897	6	23	12	11	0	0	1,151	3	45	18	10	0	0
OTHER TEACHERS	867	155	1	8	2	2	0	0	661	2	21	8	7	0	0
GUIDANCE	239	45	0	4	1	1	0	0	173	2	8	2	3	0	0
PSYCHOLOGICAL	62	17	0	4	0	0	0	0	40	0	0	1	0	0	0
LIBRARIANS/AV	84	15	0	0	0	1	0	0	67	0	0	0	1	0	0
CONSULTANTS	93	10	0	2	0	0	0	0	81	0	0	0	0	0	0
OTHER PROF	260	49	1	4	2	0	0	0	187	1	8	6	2	0	0
TEACHER AIDES	667	49	1	7	2	4	0	0	488	5	81	7	23	0	0
TECHNICIANS	251	89	3	13	5	2	0	0	109	0	25	3	2	0	0
CLERK/SECY	582	10	2	2	0	0	0	0	490	1	61	7	9	0	0
SERVICE WORKERS	1,411	500	16	138	11	19	0	0	568	5	115	10	29	0	0
SKILLED CRAFT	148	110	1	10	1	3	0	0	21	0	1	0	1	0	0
LABORERS/UNSK.	131	89	0	26	7	0	0	0	9	0	0	0	0	0	0
TOTAL FULL TIME	10,290	2,510	33	256	49	49	0	0	6,686	31	453	102	121	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	596	88	0	5	0	0	0	0	468	0	13	13	9	0	0
ALL OTHER	2,612	297	10	94	10	21	0	0	1,704	15	348	46	67	0	0
TOTAL PART-TIME	3,208	385	10	99	10	21	0	0	2,172	15	361	59	76	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	5	2	0	0	0	0	0	0	3	0	0	0	0	0	0
PRINCIPALS/ASST	10	3	0	1	0	0	0	0	5	0	1	0	0	0	0
CLASSROOM TEACHERS	224	44	0	5	0	0	0	0	154	2	11	4	4	0	0
OTHER PROF. STAFF	41	6	0	1	0	0	0	0	32	0	1	1	0	0	0
NONPROFESSIONAL	245	61	1	14	4	4	0	0	120	0	36	4	1	0	0
TOTAL NEW HIRES	525	116	1	21	4	4	0	0	314	2	49	9	5	0	0

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## NV

## Participation Rates\*

N = 7

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	47.83	0.87	1.74	0	0	0	0	46.96	0	0	1.74	0.87	0	0
PRINCIPALS	100	42.86	0	1.24	0.62	0.62	0	0	52.17	0.62	1.86	0	0	0	0
ASST/PRINT(TEACH)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ASST/PRINN(NON-T)	100	44.44	0.79	0	0	0	0	0	50.79	1.59	1.59	0.79	0	0	0
ELEMENTARY TEACH	100	10.11	0	0.38	0.17	0.17	0	0	83.61	0.31	2.85	1.27	1.13	0	0
SECONDARY TEACH	100	41.22	0.28	1.06	0.55	0.51	0	0	52.9	0.14	2.07	0.83	0.46	0	0
OTHER TEACHERS	100	17.88	0.12	0.92	0.23	0.23	0	0	76.24	0.23	2.42	0.92	0.81	0	0
GUIDANCE	100	18.83	0	1.67	0.42	0.42	0	0	72.38	0.84	3.35	0.84	1.26	0	0
PSYCHOLOGICAL	100	27.42	0	6.45	0	0	0	0	64.52	0	0	1.61	0	0	0
LIBRARIANS/AV	100	17.86	0	0	0	1.19	0	0	79.76	0	0	0	1.19	0	0
CONSULTANTS	100	10.75	0	2.15	0	0	0	0	87.1	0	0	0	0	0	0
OTHER PROF	100	18.85	0.38	1.54	0.77	0	0	0	71.92	0.38	3.08	2.31	0.77	0	0
TEACHER AIDES	100	7.35	0.15	1.05	0.3	0.6	0	0	73.16	0.75	12.14	1.05	3.45	0	0
TECHNICIANS	100	35.46	1.2	5.18	1.99	0.8	0	0	43.43	0	9.96	1.2	0.8	0	0
CLERK/SECY	100	1.72	0.34	0.34	0	0	0	0	84.19	0.17	10.48	1.2	1.55	0	0
SERVICE WORKERS	100	35.44	1.13	9.78	0.78	1.35	0	0	40.26	0.35	8.15	0.71	2.06	0	0
SKILLED CRAFT	100	74.32	0.68	6.76	0.68	2.03	0	0	14.19	0	0.68	0	0.68	0	0
LABORERS/UNSK.	100	67.94	0	19.85	5.34	0	0	0	6.87	0	0	0	0	0	0
TOTAL FULL TIME	100	24.39	0.32	2.49	0.48	0.48	0	0	64.98	0.3	4.4	0.99	1.18	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	14.77	0	0.84	0	0	0	0	78.52	0	2.18	2.18	1.51	0	0
ALL OTHER	100	11.37	0.38	3.6	0.38	0.8	0	0	65.24	0.57	13.32	1.76	2.57	0	0
TOTAL PART-TIME	100	12	0.31	3.09	0.31	0.65	0	0	67.71	0.47	11.25	1.84	2.37	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	40	0	0	0	0	0	0	60	0	0	0	0	0	0
PRINCIPALS/ASST	100	30	0	10	0	0	0	0	50	0	10	0	0	0	0
CLASSROOM TEACHERS	100	19.64	0	2.23	0	0	0	0	68.75	0.89	4.91	1.79	1.79	0	0
OTHER PROF. STAFF	100	14.63	0	2.44	0	0	0	0	78.05	0	2.44	2.44	0	0	0
NONPROFESSIONAL	100	24.9	0.41	5.71	1.63	1.63	0	0	48.98	0	14.69	1.63	0.41	0	0
TOTAL NEW HIRES	100	22.1	0.19	4	0.76	0.76	0	0	59.81	0.38	9.33	1.71	0.95	0	0

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
NM**

Participation Numbers

N = 28

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	603	148	7	108	1	4	0	0	189	4	128	4	10	0	0
PRINCIPALS	475	110	4	65	0	2	0	0	171	10	95	0	18	0	0
ASST/PRINT(TEACH)	36	15	0	7	0	0	0	0	11	0	2	0	1	0	0
ASST/PRINN(NON-T)	296	54	3	56	1	1	0	0	99	6	71	2	3	0	0
ELEMENTARY TEACH	8,017	528	12	339	9	22	0	0	4,259	57	2,513	54	224	0	0
SECONDARY TEACH	6,648	1,730	55	698	36	57	0	0	2,828	56	1,021	67	100	0	0
OTHER TEACHERS	1,682	311	21	196	6	6	0	0	738	12	335	25	32	0	0
GUIDANCE	657	87	3	48	1	5	0	0	290	8	178	2	35	0	0
PSYCHOLOGICAL	220	29	2	13	1	0	0	0	99	0	70	2	4	0	0
LIBRARIANS/AV	303	23	1	3	0	1	0	0	189	2	70	2	12	0	0
CONSULTANTS	392	37	1	11	4	3	0	0	223	11	87	2	13	0	0
OTHER PROF	1,839	149	11	111	5	6	0	0	1,024	9	474	11	39	0	0
TEACHER AIDES	4,620	153	33	170	5	47	0	0	1,559	64	2,287	36	266	0	0
TECHNICIANS	403	111	4	83	5	7	0	0	73	2	80	4	34	0	0
CLERK/SECY	2,134	20	0	27	0	5	0	0	705	20	1,200	6	151	0	0
SERVICE WORKERS	3,091	268	35	1,053	5	130	0	0	442	15	897	16	230	0	0
SKILLED CRAFT	644	159	3	414	2	55	0	0	7	0	3	0	1	0	0
LABORERS/UNSK.	734	58	15	334	2	26	0	0	39	6	226	3	25	0	0
TOTAL FULL TIME	32,794	3,990	210	3,736	83	377	0	0	12,945	282	9,737	236	1,198	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	718	47	1	19	0	3	0	0	481	4	148	6	9	0	0
ALL OTHER	1,962	182	21	184	7	42	0	0	517	25	892	28	64	0	0
TOTAL PART-TIME	2,680	229	22	203	7	45	0	0	998	29	1,040	34	73	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	18	8	4	1	0	0	0	0	3	0	2	0	0	0	0
PRINCIPALS/ASST	27	7	0	4	1	1	0	0	7	1	5	0	1	0	0
CLASSROOM TEACHERS	1,093	194	12	68	5	5	0	0	535	8	230	19	17	0	0
OTHER PROF. STAFF	175	14	0	13	1	1	0	0	93	4	39	5	5	0	0
NONPROFESSIONAL	590	45	6	88	2	18	0	0	164	8	197	7	55	0	0
TOTAL NEW HIRES	1,903	268	22	174	9	25	0	0	802	21	473	31	78	0	0

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## NM

## Participation Rates\*

N = 28

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	24.54	1.16	17.91	0.17	0.66	0	0	31.34	0.66	21.23	0.66	1.66	0	0
PRINCIPALS	100	23.16	0.84	13.68	0	0.42	0	0	36	2.11	20	0	3.79	0	0
ASST/PRINT(TEACH)	100	41.67	0	19.44	0	0	0	0	30.56	0	5.56	0	2.78	0	0
ASST/PRINN(NON-T)	100	18.24	1.01	18.92	0.34	0.34	0	0	33.45	2.03	23.99	0.68	1.01	0	0
ELEMENTARY TEACH	100	6.59	0.15	4.23	0.11	0.27	0	0	53.12	0.71	31.35	0.67	2.79	0	0
SECONDARY TEACH	100	26.02	0.83	10.5	0.54	0.86	0	0	42.54	0.84	15.36	1.01	1.5	0	0
OTHER TEACHERS	100	18.49	1.25	11.65	0.36	0.36	0	0	43.88	0.71	19.92	1.49	1.9	0	0
GUIDANCE	100	13.24	0.46	7.31	0.15	0.76	0	0	44.14	1.22	27.09	0.3	5.33	0	0
PSYCHOLOGICAL	100	13.18	0.91	5.91	0.45	0	0	0	45	0	31.82	0.91	1.82	0	0
LIBRARIANS/AV	100	7.59	0.33	0.99	0	0.33	0	0	62.38	0.66	23.1	0.66	3.96	0	0
CONSULTANTS	100	9.44	0.26	2.81	1.02	0.77	0	0	56.89	2.81	22.19	0.51	3.32	0	0
OTHER PROF	100	8.1	0.6	6.04	0.27	0.33	0	0	55.68	0.49	25.77	0.6	2.12	0	0
TEACHER AIDES	100	3.31	0.71	3.68	0.11	1.02	0	0	33.74	1.39	49.5	0.78	5.76	0	0
TECHNICIANS	100	27.54	0.99	20.6	1.24	1.74	0	0	18.11	0.5	19.85	0.99	8.44	0	0
CLERK/SECY	100	0.94	0	1.27	0	0.23	0	0	33.04	0.94	56.23	0.28	7.08	0	0
SERVICE WORKERS	100	8.67	1.13	34.07	0.16	4.21	0	0	14.3	0.49	29.02	0.52	7.44	0	0
SKILLED CRAFT	100	24.69	0.47	64.29	0.31	8.54	0	0	1.09	0	0.47	0	0.16	0	0
LABORERS/UNSK.	100	7.9	2.04	45.5	0.27	3.54	0	0	5.31	0.82	30.79	0.41	3.41	0	0
TOTAL FULL TIME	100	12.17	0.64	11.39	0.25	1.15	0	0	39.47	0.86	29.69	0.72	3.65	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	6.55	0.14	2.65	0	0.42	0	0	66.99	0.56	20.61	0.84	1.25	0	0
ALL OTHER	100	9.28	1.07	9.38	0.36	2.14	0	0	26.35	1.27	45.46	1.43	3.26	0	0
TOTAL PART-TIME	100	8.54	0.82	7.57	0.26	1.68	0	0	37.24	1.08	38.81	1.27	2.72	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	44.44	22.22	5.56	0	0	0	0	16.67	0	11.11	0	0	0	0
PRINCIPALS/ASST	100	25.93	0	14.81	3.7	3.7	0	0	25.93	3.7	18.52	0	3.7	0	0
CLASSROOM TEACHERS	100	17.75	1.1	6.22	0.46	0.46	0	0	48.95	0.73	21.04	1.74	1.56	0	0
OTHER PROF. STAFF	100	8	0	7.43	0.57	0.57	0	0	53.14	2.29	22.29	2.86	2.86	0	0
NONPROFESSIONAL	100	7.63	1.02	14.92	0.34	3.05	0	0	27.8	1.36	33.39	1.19	9.32	0	0
TOTAL NEW HIRES	100	14.08	1.16	9.14	0.47	1.31	0	0	42.14	1.1	24.86	1.63	4.1	0	0

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \***  
TX

Participation Numbers

N = 273

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	7,352	2,174	278	788	26	21	0	0	2,597	422	990	41	15	0	0
PRINCIPALS	5,550	1,199	231	442	12	24	0	0	2,223	494	874	23	28	0	0
ASST/PRINT(TEACH)	868	170	73	74	3	3	0	0	288	147	100	5	5	0	0
ASST/PRINN(NON-T)	7,051	1,525	407	720	23	20	0	0	2,490	665	1,140	33	28	0	0
ELEMENTARY TEACH	130,696	5,953	1,151	5,340	174	186	0	5	72,943	10,165	32,662	1,438	655	0	24
SECONDARY TEACH	116,440	27,513	4,487	9,794	664	283	0	6	49,808	8,299	13,816	1,285	472	0	13
OTHER TEACHERS	27,928	4,302	1,284	1,508	101	40	0	0	13,523	3,075	3,603	365	126	0	1
GUIDANCE	9,543	538	95	341	5	5	0	1	4,964	1,392	2,098	55	46	0	3
PSYCHOLOGICAL	1,978	173	14	61	9	2	0	0	1,132	171	378	25	13	0	0
LIBRARIANS/AV	4,934	139	10	44	1	1	0	0	3,620	265	800	28	26	0	0
CONSULTANTS	4,133	336	69	141	12	7	0	0	2,302	517	694	42	13	0	0
OTHER PROF	21,277	2,294	647	1,112	69	76	0	0	10,998	2,224	3,580	197	79	0	1
TEACHER AIDES	54,116	1,895	1,462	2,665	62	50	0	1	20,208	7,259	19,514	652	340	0	8
TECHNICIANS	5,124	1,574	185	988	84	29	0	2	1,238	327	651	38	7	0	1
CLERK/SECY	39,203	450	173	960	16	11	0	0	18,088	3,454	15,549	187	308	0	7
SERVICE WORKERS	68,129	5,962	4,004	10,815	536	228	0	1	13,044	7,584	24,345	1,198	408	0	4
SKILLED CRAFT	10,340	4,401	972	3,281	76	102	0	1	653	395	423	19	17	0	0
LABORERS/UNSK.	12,341	1,517	1,081	3,936	118	34	0	0	782	1,211	3,547	89	26	0	0
TOTAL FULL TIME	527,003	62,115	16,623	43,010	1,991	1,122	0	17	220,901	48,066	124,764	5,720	2,612	0	62
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	6,658	722	289	350	32	4	0	0	3,316	772	1,041	104	28	0	0
ALL OTHER	23,605	2,177	859	1,906	126	21	0	3	6,123	2,621	9,153	486	114	0	16
TOTAL PART-TIME	30,263	2,899	1,148	2,256	158	25	0	3	9,439	3,393	10,194	590	142	0	16
*** NEW HIRES ***															
OFFICIALS/ADMIN	230	75	6	22	2	0	0	0	95	11	17	1	1	0	0
PRINCIPALS/ASST	515	132	55	54	4	1	0	0	172	43	48	6	0	0	0
CLASSROOM TEACHERS	22,208	3,872	710	1,387	115	26	0	1	10,682	1,452	3,532	342	84	0	5
OTHER PROF. STAFF	2,469	167	45	101	9	3	0	0	1,429	248	412	40	15	0	0
NONPROFESSIONAL	12,630	1,312	567	1,179	74	29	0	0	4,383	1,339	3,496	172	76	0	3
TOTAL NEW HIRES	38,052	5,558	1,383	2,743	204	59	0	1	16,761	3,093	7,505	561	176	0	8

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

TX

Participation Rates\*  
N = 273

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	29.57	3.78	10.72	0.35	0.29	0	0	35.32	5.74	13.47	0.56	0.2	0	0
PRINCIPALS	100	21.6	4.16	7.96	0.22	0.43	0	0	40.05	8.9	15.75	0.41	0.5	0	0
ASST/PRINT(TEACH)	100	19.59	8.41	8.53	0.35	0.35	0	0	33.18	16.94	11.52	0.58	0.58	0	0
ASST/PRINN(NON-T)	100	21.63	5.77	10.21	0.33	0.28	0	0	35.31	9.43	16.17	0.47	0.4	0	0
ELEMENTARY TEACH	100	4.55	0.88	4.09	0.13	0.14	0	0	55.81	7.78	24.99	1.1	0.5	0	0.02
SECONDARY TEACH	100	23.63	3.85	8.41	0.57	0.24	0	0.01	42.78	7.13	11.87	1.1	0.41	0	0.01
OTHER TEACHERS	100	15.4	4.6	5.4	0.36	0.14	0	0	48.42	11.01	12.9	1.31	0.45	0	0
GUIDANCE	100	5.64	1	3.57	0.05	0.05	0	0.01	52.02	14.59	21.98	0.58	0.48	0	0.03
PSYCHOLOGICAL	100	8.75	0.71	3.08	0.46	0.1	0	0	57.23	8.65	19.11	1.26	0.66	0	0
LIBRARIANS/AV	100	2.82	0.2	0.89	0.02	0.02	0	0	73.37	5.37	16.21	0.57	0.53	0	0
CONSULTANTS	100	8.13	1.67	3.41	0.29	0.17	0	0	55.7	12.51	16.79	1.02	0.31	0	0
OTHER PROF	100	10.78	3.04	5.23	0.32	0.36	0	0	51.69	10.45	16.83	0.93	0.37	0	0
TEACHER AIDES	100	3.5	2.7	4.92	0.11	0.09	0	0	37.34	13.41	36.06	1.2	0.63	0	0.01
TECHNICIANS	100	30.72	3.61	19.28	1.64	0.57	0	0.04	24.16	6.38	12.7	0.74	0.14	0	0.02
CLERK/SECY	100	1.15	0.44	2.45	0.04	0.03	0	0	46.14	8.81	39.66	0.48	0.79	0	0.02
SERVICE WORKERS	100	8.75	5.88	15.87	0.79	0.33	0	0	19.15	11.13	35.73	1.76	0.6	0	0.01
SKILLED CRAFT	100	42.56	9.4	31.73	0.74	0.99	0	0.01	6.32	3.82	4.09	0.18	0.16	0	0
LABORERS/UNSK.	100	12.29	8.76	31.89	0.96	0.28	0	0	6.34	9.81	28.74	0.72	0.21	0	0
TOTAL FULL TIME	100	11.79	3.15	8.16	0.38	0.21	0	0	41.92	9.12	23.67	1.09	0.5	0	0.01
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	10.84	4.34	5.26	0.48	0.06	0	0	49.8	11.6	15.64	1.56	0.42	0	0
ALL OTHER	100	9.22	3.64	8.07	0.53	0.09	0	0.01	25.94	11.1	38.78	2.06	0.48	0	0.07
TOTAL PART-TIME	100	9.58	3.79	7.45	0.52	0.08	0	0.01	31.19	11.21	33.68	1.95	0.47	0	0.05
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	32.61	2.61	9.57	0.87	0	0	0	41.3	4.78	7.39	0.43	0.43	0	0
PRINCIPALS/ASST	100	25.63	10.68	10.49	0.78	0.19	0	0	33.4	8.35	9.32	1.17	0	0	0
CLASSROOM TEACHERS	100	17.44	3.2	6.25	0.52	0.12	0	0	48.1	6.54	15.9	1.54	0.38	0	0.02
OTHER PROF. STAFF	100	6.76	1.82	4.09	0.36	0.12	0	0	57.88	10.04	16.69	1.62	0.61	0	0
NONPROFESSIONAL	100	10.39	4.49	9.33	0.59	0.23	0	0	34.7	10.6	27.68	1.36	0.6	0	0.02
TOTAL NEW HIRES	100	14.61	3.63	7.21	0.54	0.16	0	0	44.05	8.13	19.72	1.47	0.46	0	0.02

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.



**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
State Summary \*  
UT**

Participation Numbers

N = 25

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	448	274	1	4	3	1	0	0	155	1	5	4	0	0	0
PRINCIPALS	695	363	2	8	1	2	0	0	295	3	14	4	3	0	0
ASST/PRINT(TEACH)	81	37	1	0	2	0	0	0	38	1	1	1	0	0	0
ASST/PRINN(NON-T)	652	216	4	6	4	2	0	0	391	1	19	8	1	0	0
ELEMENTARY TEACH	11,619	1,515	5	27	18	3	0	0	9,724	12	167	109	39	0	0
SECONDARY TEACH	8,869	3,746	17	52	43	19	0	0	4,853	18	52	44	25	0	0
OTHER TEACHERS	1,648	390	3	8	6	3	0	0	1,191	6	15	14	12	0	0
GUIDANCE	755	262	2	7	4	4	0	0	453	1	11	8	3	0	0
PSYCHOLOGICAL	237	67	0	2	0	0	0	0	153	0	7	6	2	0	0
LIBRARIANS/AV	266	59	0	0	0	1	0	0	201	1	4	0	0	0	0
CONSULTANTS	344	109	0	1	0	0	0	0	220	1	8	4	1	0	0
OTHER PROF	1,220	190	1	5	0	1	0	0	979	2	25	16	1	0	0
TEACHER AIDES	1,219	147	1	8	0	3	0	0	1,003	1	40	7	9	0	0
TECHNICIANS	623	375	2	11	3	2	0	0	219	0	6	4	1	0	0
CLERK/SECY	2,080	182	3	4	2	1	0	0	1,815	3	49	19	2	0	0
SERVICE WORKERS	3,273	1,482	12	91	17	11	0	0	1,586	7	46	16	5	0	0
SKILLED CRAFT	905	800	2	21	3	5	0	0	73	0	0	1	0	0	0
LABORERS/UNSK.	343	175	1	16	2	2	0	0	134	0	12	0	1	0	0
TOTAL FULL TIME	35,277	10,389	57	271	108	60	0	0	23,483	58	481	265	105	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	4,043	587	15	49	14	6	0	0	3,077	18	220	45	12	0	0
ALL OTHER	22,088	4,656	44	213	78	42	0	0	16,074	36	658	135	152	0	0
TOTAL PART-TIME	26,131	5,243	59	262	92	48	0	0	19,151	54	878	180	164	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	51	30	0	3	0	2	0	0	16	0	0	0	0	0	0
PRINCIPALS/ASST	23	10	0	0	0	1	0	0	10	0	1	0	1	0	0
CLASSROOM TEACHERS	1,602	360	2	9	4	1	0	0	1,167	5	30	20	4	0	0
OTHER PROF. STAFF	150	31	1	2	0	0	0	0	109	0	4	3	0	0	0
NONPROFESSIONAL	1,595	374	6	33	11	5	0	0	1,051	6	77	28	4	0	0
TOTAL NEW HIRES	3,421	805	9	47	15	9	0	0	2,353	11	112	51	9	0	0

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

## UT

## Participation Rates\*

N = 25

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	100	61.16	0.22	0.89	0.67	0.22	0	0	34.6	0.22	1.12	0.89	0	0	0
PRINCIPALS	100	52.23	0.29	1.15	0.14	0.29	0	0	42.45	0.43	2.01	0.58	0.43	0	0
ASST/PRINT(TEACH)	100	45.68	1.23	0	2.47	0	0	0	46.91	1.23	1.23	1.23	0	0	0
ASST/PRINN(NON-T)	100	33.13	0.61	0.92	0.61	0.31	0	0	59.97	0.15	2.91	1.23	0.15	0	0
ELEMENTARY TEACH	100	13.04	0.04	0.23	0.15	0.03	0	0	83.69	0.1	1.44	0.94	0.34	0	0
SECONDARY TEACH	100	42.24	0.19	0.59	0.48	0.21	0	0	54.72	0.2	0.59	0.5	0.28	0	0
OTHER TEACHERS	100	23.67	0.18	0.49	0.36	0.18	0	0	72.27	0.36	0.91	0.85	0.73	0	0
GUIDANCE	100	34.7	0.26	0.93	0.53	0.53	0	0	60	0.13	1.46	1.06	0.4	0	0
PSYCHOLOGICAL	100	28.27	0	0.84	0	0	0	0	64.56	0	2.95	2.53	0.84	0	0
LIBRARIANS/AV	100	22.18	0	0	0	0.38	0	0	75.56	0.38	1.5	0	0	0	0
CONSULTANTS	100	31.69	0	0.29	0	0	0	0	63.95	0.29	2.33	1.16	0.29	0	0
OTHER PROF	100	15.57	0.08	0.41	0	0.08	0	0	80.25	0.16	2.05	1.31	0.08	0	0
TEACHER AIDES	100	12.06	0.08	0.66	0	0.25	0	0	82.28	0.08	3.28	0.57	0.74	0	0
TECHNICIANS	100	60.19	0.32	1.77	0.48	0.32	0	0	35.15	0	0.96	0.64	0.16	0	0
CLERK/SECY	100	8.75	0.14	0.19	0.1	0.05	0	0	87.26	0.14	2.36	0.91	0.1	0	0
SERVICE WORKERS	100	45.28	0.37	2.78	0.52	0.34	0	0	48.46	0.21	1.41	0.49	0.15	0	0
SKILLED CRAFT	100	88.4	0.22	2.32	0.33	0.55	0	0	8.07	0	0	0.11	0	0	0
LABORERS/UNSK.	100	51.02	0.29	4.66	0.58	0.58	0	0	39.07	0	3.5	0	0.29	0	0
TOTAL FULL TIME	100	29.45	0.16	0.77	0.31	0.17	0	0	66.57	0.16	1.36	0.75	0.3	0	0
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	100	14.52	0.37	1.21	0.35	0.15	0	0	76.11	0.45	5.44	1.11	0.3	0	0
ALL OTHER	100	21.08	0.2	0.96	0.35	0.19	0	0	72.77	0.16	2.98	0.61	0.69	0	0
TOTAL PART-TIME	100	20.06	0.23	1	0.35	0.18	0	0	73.29	0.21	3.36	0.69	0.63	0	0
*** NEW HIRES ***															
OFFICIALS/ADMIN	100	58.82	0	5.88	0	3.92	0	0	31.37	0	0	0	0	0	0
PRINCIPALS/ASST	100	43.48	0	0	0	4.35	0	0	43.48	0	4.35	0	4.35	0	0
CLASSROOM TEACHERS	100	22.47	0.12	0.56	0.25	0.06	0	0	72.85	0.31	1.87	1.25	0.25	0	0
OTHER PROF. STAFF	100	20.67	0.67	1.33	0	0	0	0	72.67	0	2.67	2	0	0	0
NONPROFESSIONAL	100	23.45	0.38	2.07	0.69	0.31	0	0	65.89	0.38	4.83	1.76	0.25	0	0
TOTAL NEW HIRES	100	23.53	0.26	1.37	0.44	0.26	0	0	68.78	0.32	3.27	1.49	0.26	0	0

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

**Equal Employment Opportunity  
EEO-5 Statistical File - 2010  
United States Summary \***

Participation Numbers

N = 5,949

*** FULL-TIME EMPLOYMENT ***															
CLASSIFICATION	TOTAL	MALE							FEMALE						
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**
OFFICIALS/ADMIN	64,965	25,927	2,587	1,568	375	189	0	28	26,879	4,420	2,304	385	250	6	47
PRINCIPALS	57,590	20,984	2,849	1,233	539	152	1	24	23,440	5,735	2,024	320	220	3	66
ASST/PRINT(TEACH)	7,158	2,043	386	214	1,182	19	0	0	2,249	746	261	31	27	0	0
ASST/PRINN(NON-T)	49,738	16,310	3,834	1,495	888	103	4	26	17,621	6,417	2,486	343	124	10	77
ELEMENTARY TEACH	1,212,282	118,771	12,253	17,545	3,749	1,286	14	136	846,929	88,934	92,508	23,405	5,465	161	1,126
SECONDARY TEACH	966,939	311,405	29,069	25,298	6,469	2,251	67	429	481,474	55,842	37,619	13,018	3,034	172	792
OTHER TEACHERS	313,000	50,736	8,815	4,381	934	493	6	67	194,871	29,986	15,352	5,666	1,222	64	407
GUIDANCE	76,920	10,914	1,787	1,005	155	117	3	21	46,951	9,898	4,657	875	420	10	107
PSYCHOLOGICAL	27,665	4,760	298	323	362	18	0	5	17,928	1,934	1,544	353	118	2	20
LIBRARIANS/AV	43,354	3,114	187	132	197	41	0	2	35,029	2,601	1,460	349	203	5	34
CONSULTANTS	28,279	4,487	623	326	110	29	0	1	17,611	3,344	1,478	163	97	2	8
OTHER PROF	177,045	22,833	6,194	3,184	792	385	4	80	111,312	18,784	9,875	2,380	924	36	262
TEACHER AIDES	491,277	26,446	15,126	8,872	1,981	745	6	28	297,240	70,988	57,794	7,790	3,829	95	337
TECHNICIANS	46,484	19,103	2,487	2,386	1,026	184	4	30	16,140	2,751	1,752	418	175	5	23
CLERK/SECY	317,341	8,705	3,124	5,423	1,163	178	4	28	212,061	34,066	45,457	4,653	1,906	75	498
SERVICE WORKERS	583,973	128,963	51,912	34,787	5,745	2,427	39	172	210,435	81,146	58,151	6,527	3,153	177	339
SKILLED CRAFT	65,256	41,822	6,804	6,282	816	530	11	105	6,278	1,530	687	314	68	3	6
LABORERS/UNSK.	62,327	24,007	6,626	6,510	401	252	3	18	14,615	4,447	4,880	415	146	2	5
<b>TOTAL FULL TIME</b>	<b>4,591,635</b>	<b>841,330</b>	<b>154,961</b>	<b>120,998</b>	<b>26,892</b>	<b>9,399</b>	<b>166</b>	<b>1,200</b>	<b>2,579,063</b>	<b>423,569</b>	<b>340,289</b>	<b>67,405</b>	<b>21,381</b>	<b>828</b>	<b>4,154</b>
*** PART-TIME EMPLOYMENT ***															
PROFESSIONAL INST	191,106	29,012	4,894	2,275	2,558	350	14	58	122,015	11,647	7,895	9,061	1,083	88	156
ALL OTHER	450,681	56,289	15,548	8,193	3,249	927	15	41	270,205	43,343	38,809	11,411	2,311	89	251
<b>TOTAL PART-TIME</b>	<b>641,787</b>	<b>85,301</b>	<b>20,442</b>	<b>10,468</b>	<b>5,807</b>	<b>1,277</b>	<b>29</b>	<b>99</b>	<b>392,220</b>	<b>54,990</b>	<b>46,704</b>	<b>20,472</b>	<b>3,394</b>	<b>177</b>	<b>407</b>
*** NEW HIRES ***															
OFFICIALS/ADMIN	3,106	1,243	151	70	20	17	0	0	1,244	227	81	32	21	0	0
PRINCIPALS/ASST	4,529	1,825	376	113	22	13	1	0	1,561	418	135	51	12	1	1
CLASSROOM TEACHERS	143,878	27,536	3,919	3,100	1,539	224	6	25	83,909	10,242	8,675	4,038	544	14	107
OTHER PROF. STAFF	20,442	2,646	668	264	91	26	0	1	13,329	1,967	1,027	291	125	2	5
NONPROFESSIONAL	79,969	13,008	4,353	2,439	1,582	295	4	7	38,560	7,859	6,922	4,263	610	7	60
<b>TOTAL NEW HIRES</b>	<b>251,924</b>	<b>46,258</b>	<b>9,467</b>	<b>5,986</b>	<b>3,254</b>	<b>575</b>	<b>11</b>	<b>33</b>	<b>138,603</b>	<b>20,713</b>	<b>16,840</b>	<b>8,675</b>	<b>1,312</b>	<b>24</b>	<b>173</b>

\*In 2010, only 241 school districts reported counts in new race categories:HAWAIIAN and TOMR. Exercise caution when using these underestimated aggregates.

\*\*TOMR is TWO OR MORE RACES.

Participation Rates\*

N = 5,949

*** FULL-TIME EMPLOYMENT ***																
CLASSIFICATION	TOTAL	MALE							FEMALE							
		WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	WHITE	BLACK	HISP	ASIAN	AM.IND	HAWAIIAN	TOMR**	
OFFICIALS/ADMIN	100	39.91	3.98	2.41	0.58	0.29	0	0.04	41.37	6.8	3.55	0.59	0.38	0.01	0.07	
PRINCIPALS	100	36.44	4.95	2.14	0.94	0.26	0	0.04	40.7	9.96	3.51	0.56	0.38	0.01	0.11	
ASST/PRINT(TEACH)	100	28.54	5.39	2.99	16.51	0.27	0	0	31.42	10.42	3.65	0.43	0.38	0	0	
ASST/PRINN(NON-T)	100	32.79	7.71	3.01	1.79	0.21	0.01	0.05	35.43	12.9	5	0.69	0.25	0.02	0.15	
ELEMENTARY TEACH	100	9.8	1.01	1.45	0.31	0.11	0	0.01	69.86	7.34	7.63	1.93	0.45	0.01	0.09	
SECONDARY TEACH	100	32.21	3.01	2.62	0.67	0.23	0.01	0.04	49.79	5.78	3.89	1.35	0.31	0.02	0.08	
OTHER TEACHERS	100	16.21	2.82	1.4	0.3	0.16	0	0.02	62.26	9.58	4.9	1.81	0.39	0.02	0.13	
GUIDANCE	100	14.19	2.32	1.31	0.2	0.15	0	0.03	61.04	12.87	6.05	1.14	0.55	0.01	0.14	
PSYCHOLOGICAL	100	17.21	1.08	1.17	1.31	0.07	0	0.02	64.8	6.99	5.58	1.28	0.43	0.01	0.07	
LIBRARIANS/AV	100	7.18	0.43	0.3	0.45	0.09	0	0	80.8	6	3.37	0.81	0.47	0.01	0.08	
CONSULTANTS	100	15.87	2.2	1.15	0.39	0.1	0	0	62.28	11.83	5.23	0.58	0.34	0.01	0.03	
OTHER PROF	100	12.9	3.5	1.8	0.45	0.22	0	0.05	62.87	10.61	5.58	1.34	0.52	0.02	0.15	
TEACHER AIDES	100	5.38	3.08	1.81	0.4	0.15	0	0.01	60.5	14.45	11.76	1.59	0.78	0.02	0.07	
TECHNICIANS	100	41.1	5.35	5.13	2.21	0.4	0.01	0.06	34.72	5.92	3.77	0.9	0.38	0.01	0.05	
CLERK/SECY	100	2.74	0.98	1.71	0.37	0.06	0	0.01	66.82	10.73	14.32	1.47	0.6	0.02	0.16	
SERVICE WORKERS	100	22.08	8.89	5.96	0.98	0.42	0.01	0.03	36.04	13.9	9.96	1.12	0.54	0.03	0.06	
SKILLED CRAFT	100	64.09	10.43	9.63	1.25	0.81	0.02	0.16	9.62	2.34	1.05	0.48	0.1	0	0.01	
LABORERS/UNSK.	100	38.52	10.63	10.44	0.64	0.4	0	0.03	23.45	7.13	7.83	0.67	0.23	0	0.01	
TOTAL FULL TIME	100	18.32	3.37	2.64	0.59	0.2	0	0.03	56.17	9.22	7.41	1.47	0.47	0.02	0.09	
*** PART-TIME EMPLOYMENT ***																
PROFESSIONAL INST	100	15.18	2.56	1.19	1.34	0.18	0.01	0.03	63.85	6.09	4.13	4.74	0.57	0.05	0.08	
ALL OTHER	100	12.49	3.45	1.82	0.72	0.21	0	0.01	59.95	9.62	8.61	2.53	0.51	0.02	0.06	
TOTAL PART-TIME	100	13.29	3.19	1.63	0.9	0.2	0	0.02	61.11	8.57	7.28	3.19	0.53	0.03	0.06	
*** NEW HIRES ***																
OFFICIALS/ADMIN	100	40.02	4.86	2.25	0.64	0.55	0	0	40.05	7.31	2.61	1.03	0.68	0	0	
PRINCIPALS/ASST	100	40.3	8.3	2.5	0.49	0.29	0.02	0	34.47	9.23	2.98	1.13	0.26	0.02	0.02	
CLASSROOM TEACHERS	100	19.14	2.72	2.15	1.07	0.16	0	0.02	58.32	7.12	6.03	2.81	0.38	0.01	0.07	
OTHER PROF. STAFF	100	12.94	3.27	1.29	0.45	0.13	0	0	65.2	9.62	5.02	1.42	0.61	0.01	0.02	
NONPROFESSIONAL	100	16.27	5.44	3.05	1.98	0.37	0.01	0.01	48.22	9.83	8.66	5.33	0.76	0.01	0.08	
TOTAL NEW HIRES	100	18.36	3.76	2.38	1.29	0.23	0	0.01	55.02	8.22	6.68	3.44	0.52	0.01	0.07	

\* Note: Numbers may not add up to total due to rounding.

\*\*TOMR is TWO OR MORE RACES.

# **EXHIBIT C**

**Exhibit C**  
**Analyses of the Ethnic (Hispanic) Composition of 11/29/2012 TUSD Teachers**  
**Using 2010 EEO-5 Availability Rates**

Geographic Definition of Labor Market	Occupation	Percent Hispanic in Labor Market	Total Number of TUSD Employees	Expected Number of Hispanic TUSD Employees	Actual Number of Hispanic TUSD Employees	Difference Between Actual and Expected	Binomial Number of Standard Deviations of Difference	Statistically Significant
Arizona	Elementary Classroom Teachers	12.20%	1,903	232.24	553	320.76	22.46	*
	Secondary Classroom Teachers	9.90%	692	68.49	124	55.51	7.07	*
	Other Classroom Teachers	14.01%	135	18.92	26	7.08	1.76	
	<b>Total Teachers</b>	11.71%	2,730	319.65	703	383.36	22.83	*
Arizona and 4 Surrounding States <sup>1</sup>	Elementary Classroom Teachers	12.24%	1,903	233.02	553	319.98	22.38	*
	Secondary Classroom Teachers	9.28%	692	64.19	124	59.81	7.84	*
	Other Classroom Teachers	12.14%	135	16.38	26	9.62	2.53	*
	<b>Total Teachers</b>	11.49%	2,730	313.59	703	389.41	23.39	*
Arizona and 6 Surrounding States <sup>2</sup>	Elementary Classroom Teachers	21.60%	1,903	411.12	553	141.89	7.90	*
	Secondary Classroom Teachers	17.04%	692	117.92	124	6.08	0.61	
	Other Classroom Teachers	16.20%	135	21.87	26	4.13	0.96	
	<b>Total Teachers</b>	20.18%	2,730	550.91	703	152.09	7.26	*
US	Elementary Classroom Teachers	9.08%	1,903	172.76	553	380.24	30.34	*
	Secondary Classroom Teachers	6.51%	692	45.03	124	78.97	12.17	*
	Other Classroom Teachers	6.30%	135	8.51	26	17.49	6.19	*
	<b>Total Teachers</b>	8.29%	2,730	226.30	703	476.70	33.12	*

Source: TUSD's 11/29/2012 workforce data and 2010 EEO-5 Reports for relevant geographic areas.

<sup>1</sup>The four surrounding states include CO, NM, NV and UT.

<sup>2</sup>The six surrounding states include CA, CO, NM, NV, TX and UT.

**Exhibit C**  
**Analyses of the Ethnic (Hispanic) Composition of 11/29/2012 TUSD Administrators**  
**Using 2010 EEO-5 Availability Rates**

Geographic Definition of Labor Market	Occupation	Percent Hispanic in Labor Market	Total Number of TUSD Employees	Expected Number of Hispanic TUSD Employees	Actual Number of Hispanic TUSD Employees	Difference Between Actual and Expected	Binomial Number of Standard Deviations of Difference	Statistically Significant
Arizona	Officials, Administrators, Mgrs	20.33%	45	9.15	10	0.85	0.32	
	Principals	15.04%	88	13.24	32	18.76	5.60	*
	Assistant Principal	14.88%	54	8.04	21	12.97	4.96	*
	<b>Total Administrators</b>	16.27%	187	30.42	63	32.58	6.47	*
Arizona and 4 Surrounding States <sup>1</sup>	Officials, Administrators, Mgrs	17.56%	45	7.90	10	2.10	0.82	
	Principals	13.51%	88	11.89	32	20.11	6.27	*
	Assistant Principal	13.42%	54	7.25	21	13.75	5.49	*
	<b>Total Administrators</b>	14.46%	187	27.04	63	35.96	7.49	*
Arizona and 6 Surrounding States <sup>2</sup>	Officials, Administrators, Mgrs	21.54%	45	9.69	10	0.31	0.11	
	Principals	19.77%	88	17.40	32	14.60	3.91	*
	Assistant Principal	22.48%	54	12.14	21	8.86	2.89	*
	<b>Total Administrators</b>	20.98%	187	39.23	63	23.77	4.27	*
US	Officials, Administrators, Mgrs	5.96%	45	2.68	10	7.32	4.61	*
	Principals	5.66%	88	4.98	32	27.02	12.47	*
	Assistant Principal	7.83%	54	4.23	21	16.77	8.49	*
	<b>Total Administrators</b>	6.36%	187	11.89	63	51.11	15.33	*

Source: TUSD's 11/29/2012 workforce data and 2010 EEO-5 Reports for relevant geographic areas.

<sup>1</sup>The four surrounding states include CO, NM, NV and UT.

<sup>2</sup>The six surrounding states include CA, CO, NM, NV, TX and UT.

**Exhibit C**  
**Analyses of the Racial (African-American) Composition of 11/29/2012 TUSD Teachers**  
**Using 2010 EEO-5 Availability Rates**

Geographic Definition of Labor Market	Occupation	Percent African- American in Labor Market	Total Number of TUSD Employees	Expected Number of African- American TUSD Employees	Actual Number of African- American TUSD Employees	Difference Between Actual and Expected	Binomial Number of Standard Deviations of Difference	Statistically Significant
Arizona	Elementary Classroom Teachers	2.10%	1,903	40.04	55	14.96	2.39	*
	Secondary Classroom Teachers	2.46%	692	17.05	27	9.95	2.44	*
	Other Classroom Teachers	2.61%	135	3.52	2	-1.52	-0.82	
	<b>Total Teachers</b>	<b>2.22%</b>	<b>2,730</b>	<b>60.61</b>	<b>84</b>	<b>23.39</b>	<b>3.04</b>	<b>*</b>
Arizona and 4 Surrounding States <sup>1</sup>	Elementary Classroom Teachers	1.46%	1,903	27.71	55	27.29	5.22	*
	Secondary Classroom Teachers	1.65%	692	11.42	27	15.59	4.65	*
	Other Classroom Teachers	2.09%	135	2.83	2	-0.83	-0.50	
	<b>Total Teachers</b>	<b>1.54%</b>	<b>2,730</b>	<b>41.95</b>	<b>84</b>	<b>42.05</b>	<b>6.54</b>	<b>*</b>
Arizona and 6 Surrounding States <sup>2</sup>	Elementary Classroom Teachers	5.37%	1,903	102.27	55	-47.27	-4.81	*
	Secondary Classroom Teachers	7.36%	692	50.91	27	-23.91	-3.48	*
	Other Classroom Teachers	10.19%	135	13.76	2	-11.76	-3.35	*
	<b>Total Teachers</b>	<b>6.11%</b>	<b>2,730</b>	<b>166.94</b>	<b>84</b>	<b>-82.94</b>	<b>-6.63</b>	<b>*</b>
US	Elementary Classroom Teachers	8.35%	1,903	158.84	55	-103.84	-8.61	*
	Secondary Classroom Teachers	8.78%	692	60.77	27	-33.77	-4.54	*
	Other Classroom Teachers	12.40%	135	16.74	2	-14.74	-3.85	*
	<b>Total Teachers</b>	<b>8.66%</b>	<b>2,730</b>	<b>236.34</b>	<b>84</b>	<b>-152.34</b>	<b>-10.37</b>	<b>*</b>

Source: TUSD's 11/29/2012 workforce data and 2010 EEO-5 Reports for relevant geographic areas.

<sup>1</sup>The four surrounding states include CO, NM, NV and UT.

<sup>2</sup>The six surrounding states include CA, CO, NM, NV, TX and UT.



**Exhibit C**  
**Analyses of the Racial (African-American) Composition of 11/29/2012 TUSD Administrators**  
**Using 2010 EEO-5 Availability Rates**

Geographic Definition of Labor Market	Occupation	Percent African- American in Labor Market	Total Number of TUSD Employees	Expected Number of African- American TUSD Employees	Actual Number of African- American TUSD Employees	Difference Between Actual and Expected	Binomial Number of Standard Deviations of Difference	Statistically Significant
Arizona	Officials, Administrators, Mgrs	3.11%	45	1.40	8	6.60	5.67	*
	Principals	3.97%	88	3.49	5	1.51	0.82	
	Assistant Principal	4.92%	54	2.66	3	0.34	0.22	
	<b>Total Administrators</b>	4.03%	187	7.55	16	8.46	3.14	*
Arizona and 4 Surrounding States <sup>1</sup>	Officials, Administrators, Mgrs	2.65%	45	1.19	8	6.81	6.33	*
	Principals	3.23%	88	2.84	5	2.16	1.30	
	Assistant Principal	3.73%	54	2.02	3	0.99	0.71	
	<b>Total Administrators</b>	3.24%	187	6.05	16	9.95	4.11	*
Arizona and 6 Surrounding States <sup>2</sup>	Officials, Administrators, Mgrs	6.89%	45	3.10	8	4.90	2.88	*
	Principals	9.26%	88	8.15	5	-3.15	-1.16	
	Assistant Principal	12.89%	54	6.96	3	-3.96	-1.61	
	<b>Total Administrators</b>	9.74%	187	18.22	16	-2.22	-0.55	
US	Officials, Administrators, Mgrs	10.79%	45	4.85	8	3.15	1.51	
	Principals	14.91%	88	13.12	5	-8.12	-2.43	*
	Assistant Principal	20.01%	54	10.80	3	-7.80	-2.65	*
	<b>Total Administrators</b>	15.39%	187	28.77	16	-12.77	-2.60	*

Source: TUSD's 11/29/2012 workforce data and 2010 EEO-5 Reports for relevant geographic areas.

<sup>1</sup> The four surrounding states include CO, NM, NV and UT.

<sup>2</sup> The six surrounding states include CA, CO, NM, NV, TX and UT.